

university magazine

carleton

spring
2006



Getting to Work

How different generations approach careers

Provincial health plans cover less than you think

*Barb Henderson
Product Manager
Manulife Financial*

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Making connections

What does a university offer its graduates? And what role should a university strive to fill, one that provides higher education or one that prepares graduates for the workforce? An education at Carleton strikes a balance.

By Richard Martin

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Getting to work

The concept of career has changed over the years — three generations of Carleton alumni share their perspectives on these changes.

By James Hale

Mind the gap

With four distinct generations in the workforce, and consequently four differing perspectives in the workforce, we need to understand the diversity these generation gaps represent.

By Kris Foster

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Under his skin

Meet Thomas Lockhart, BA/74, living his life in ink as a tattoo artist in Vancouver, BC. After graduating from Carleton he pursued a commercial pilot's licence. Shortly after that he discovered his life's passion and followed a career path in body art that has taken him around the world.

By Amanda Costen

Advanced search: career education

The education that Shona Brown, BEng/87, received at Carleton is the foundation for her success. Education has played a vital role in her career path, a career that led her to Google as the senior vice-president, business operations.

By Alexander Wooley

30 CLASS ACTS

Find out what Carleton alumni are doing these days: Bert Cunningham, BA/78, MA/80 was named Mauritian of the Year; Adam Rasheed, BEng/95 was recognized by MIT Technology Review as one of the Top 35 Innovators Under 35; plus many other alumni accomplishments.

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EDITOR'S NOTE



Photo: Mike Pinder

For me, finding a career was not an easy task. It was a process of elimination that served as a pretty reliable reality check. The first career that was crossed off my list was that of a rock star. Sadly, this career was eliminated when I was in elementary school and discovered that I didn't have much skill in the way of musicianship. Honestly, I struggled to learn the saxophone and could barely play the intricate chops of *Mama's Little Baby Likes Shortening Bread*. Elementary school also served me well in determining that I was not cut out to be a famous actor in Hollywood. Not once was I cast in the highly coveted role of a Wiseman in the school's Christmas Pageant. I can't even remember having a speaking role in any of the school's major productions – more often than not I was relegated to cutting snow flakes and painting sets.

The only career that I discovered I was qualified for in high school was that of a moody, sarcastic teenager with bad fashion sense – unfortunately, this career didn't pay well and there were too many qualified candidates.

This brought me to university. While I cannot recall exactly what I expected to gain from university, I can say with some certainty that I did expect to land an excellent job once I received that ever so valuable piece of paper. And while some will debate whether universities should be about higher learning or job preparation, it is almost unanimous at Carleton that these aren't mutually exclusive and that they actually go hand in hand. All learning is transferable and this is exemplified by the interesting, and often unexpected, career paths that many Carleton alumni have experienced.

I would guess that if you pay attention to what people around you are doing, you will find that a number of them aren't in fields directly related to their degrees. This is part of what education gives you, the tools needed to succeed. While you might have to figure out how to use the tools, at least the tools can be used in a variety of fields and careers. This is what makes education so valuable.

A recurring element of this career-themed issue is about making connections. You need to make connections between the academic experience and the tangible skills needed for employment; connections between potential employees and employers to ensure a mutually beneficial relationship; connections in the workplace to better understand the people you are working with.

So after finishing an issue on careers and spending countless hours contemplating the options and decisions that brought me to this point in my career, I can honestly say that I have made a connection with career satisfaction. However, I would be lying if I said I never dreamed about singing in front of thousands of screaming fans.

Kris Foster
Editor

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FROM THE TOP

I have always viewed university education as being about three things: it should prepare our students to have a good life, however that might be defined; it should prepare them to be able to return something to society; and it should prepare them to get a good job. As a pragmatist, I know that without a decent livelihood, it is difficult to make much headway on living a good life and on making a difference.

We must be aware that university education for today's students and their parents is an enormous investment of money, time and energy. Unlike students of my generation, many of today's students leave university with significant debt and are required to work throughout their university years. It was once possible to work during the summer and earn enough to cover all the costs of attending university the following year. Those days are long gone.

Given this investment, it is quite legitimate that students expect universities to be concerned with preparing them for the work world. I would be the first to agree that universities are first and foremost about the public good—about providing our students with the self-awareness and critical skills necessary to be responsible citizens in civil society. But given their enormous private investment, it is only reasonable that students expect some form of private return.

Carleton takes this role seriously, as shown by the many professional programs offered, such as engineering, architecture or business. And it happens in other ways as well with the university's many co-op and internship options. Not only do these opportunities provide much needed income for students, but they also allow them to make the connections so necessary to finding that first job. Similarly, our Career Services Office, which we are committed to expanding, provides value-added services in everything from how to prepare a resume to how to participate in an interview.

Our students are entering a very insecure work world. In this, though, I am heartened by what seems to be a shift in attitude. Yes, students want a good job, but increasingly it seems they are motivated not so much by compensation as by the desire to have interesting and meaningful employment. They are prepared to take short-term employment until they discover the right "career path." Moreover, they are driven not by how much one makes, but by the broad experiences that a career allows.

As well, we cannot forget that Carleton is not only a university for 18-22 year olds. In our fast-changing world there is a continuous need for new skills and additional qualifications. It has been said that people will change jobs as many as half a dozen times during a career, and certainly Carleton must be prepared to assist those making these transitions. Learning is no longer something that only occurs at the "beginning" of a career.

Some have said that the university should not be in the business of preparing students for work. This simply ignores the reality of the world in which we live, and that universities, over time, have become enormously complex institutions that provide a range of programs and services unthinkable even 50 years ago. This, for me, is the excitement of being at Carleton.

David W. Atkinson
President and Vice-Chancellor
Carleton University



Photo: Trevor Lush

CARLETON PROFESSOR AWARDED CLOSE TO \$1-MILLION RESEARCH GRANT

Carleton University's school of architecture is leading the way in its use of digital media to create sophisticated 3-D architectural and urban designs. Michael Jemtrud, associate professor of architecture and director of the Carleton Immersive Media Studio (CIMS), and his team of researchers unveiled their current project that utilizes leading edge visualization technology.



"We are using and developing the newest digital media technology to produce highly complex, interactive 3-D digital models of large-scale urban and architectural environments to a high degree of detail," said Jemtrud. "What makes our work so exciting is that, by marrying the physical and the virtual, we can help architects, urban planners and artists reconsider, imagine and propose the environment in which we live. It allows more and diverse people to participate in the process of shaping our cities."

Using a \$991,000 research grant from the department of Canadian Heritage, Jemtrud's latest venture is the digital recreation of a model of a legendary historical Montreal neighbourhood called "The Main". This charming piece of Montreal's cultural history, centred around St. Laurent Blvd., is undergoing a face-lift. Architects will be able to use the CIMS model to assist in this process.

The project is one year into a two year funded research project.

The director of the school of architecture, Marco Frascari, noted that the work being done by CIMS is a great fit with the school. "Both are visionary, progressive, and experimental in their approach."

CARLETON HIRES MEN'S HOCKEY COACH

Drew Love, director of Recreation and Athletics, is pleased to announce that Fred Parker has been selected as the head coach of the newly formed varsity men's ice hockey program.

Parker is presently an assistant coach with the Kitchener Rangers of the Ontario Hockey League. Previously, Parker coached with the Clarkson University Golden Knights, a National Collegiate Athletic Association Division One ice hockey program, from 2002 to 2004. He is a graduate of St. Francis Xavier University, where he played with the X-Men hockey team from 1985 to 1989.

Carleton's men's varsity hockey program will play a tentative 18-game exhibition schedule against other Canadian Interuniversity Sport (CIS) schools in 2006-2007, and will compete in the Ontario University Athletics and CIS in 2007-2008.

CARLETON PROFESSORS WIN TOP ONTARIO TEACHING AWARDS

Sarah Todd, professor of the School of Social Work and Michael Fox, professor of the Department of Geography and Environmental Studies, have been named among Ontario's six most outstanding university teachers in a province-wide competition adjudicated by the Ontario Confederation of University Faculty Associations (OCUFA) awards committee. Todd and Fox will receive their awards at ceremony in Toronto on June 9.

"OCUFA's awards committee saw Todd's dedication to social work and its teaching as particularly noteworthy," said OCUFA president Michael Doucet. The committee highlighted her commitment to social justice in the teaching and practice of social work.

Fox's career in geography at Carleton has spanned more than 30 remarkable years. The awards committee described him as "an exemplary educator with a remarkable teaching career," said OCUFA president Michael Doucet.

For more information, visit www.carleton.ca/duc/newsroom.

CARLETON UNIVERSITY INVOLVED IN THE BIGGEST SCIENCE EXPERIMENT IN HISTORY

The biggest science experiment in history is currently underway at the world-famous CERN lab in Switzerland, and Canada and Carleton University are poised to play a critical role in its success. Thanks to a \$10.5 million investment announced by the Canada Foundation for Innovation (CFI), an ultra-sophisticated computing facility—the ATLAS Data Centre—will be created to support the ATLAS project at CERN's Large Hadron Collider (LHC).

Carleton is one of nine Canadian university partners, and 34 around the world, involved in the ATLAS project. The CFI initiative is spearheaded by Simon Fraser University.

"I am delighted with CFI's funding of this initiative for the ATLAS project," says Carleton University physics Professor Gerald Oakham who is currently on sabbatical at CERN working on ATLAS. "This new data centre will be crucial for our analysis of the vast quantity of information that will flow from the ATLAS experiment. This facility is key to our exploration of new physics such as the origin of particle mass and the hunt for mysterious "dark matter."

The Carleton ATLAS team consists of principal investigator, Gerald Oakham, Canada Research Chair in Experimental Particle Physics and associate professor, Manuella Vinciter, assistant professor David Asner, four graduate students, and two research associates.

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KEEPING IN TOUCH

I was just reading the winter edition of *Carleton University Magazine* and caught the article about my old classmate and hockey buddy Paul Correy. I would like to congratulate him on his great work for Carleton hockey.

Thanks for continuing to raise the bar with the magazine – it just keeps getting better. You even inspired me to

send in a Class Acts update and register at the Café.

Tim Wake, BEng/73

INTERNATIONAL APPEAL

I finally got to read the latest *Carleton University Magazine* over the weekend, and wanted to say how much I enjoyed your coverage of international issues! And a friend who is a language teacher at Elmwood phoned out of the blue to tell me that she had just read the magazine and was most impressed. She's never mentioned reading any Carleton-related publications before and isn't a Carleton alumna.

Deborah M. Fish,
International Student Counsellor
Carleton University

SOCIAL CONSCIENCE?

Stephen Lewis can be called a passionate, determined and eloquent speaker. I cannot consider him the world's "social conscience" because his ego and his dishonesty betray the mission he was given, that of curbing the spread of AIDS in Africa. For all of the millions of dollars he has raised, his method, the condom, has been ineffective. The reason is simple. His belief in sexual promiscuity blinds him to the condom's ineffectiveness in protecting a person from AIDS. His experience permits him to talk long, loudly and eloquently, but his "absence of knowledge" of the condom's flaws, promotes the disease he is supposed to be curbing.

Uganda's abstinence campaign reduced HIV transmission rates in Uganda from 30 percent in the early 1990s to 5 percent. In response, Mr. Lewis raged

that President Bush was damaging the fight against AIDS by downplaying the role of the condom. Mr. Lewis' true effort is to promote sexual promiscuity. This attitude evicts Mr. Lewis from the role of the world's conscience.

Fortunately, Uganda has spoken honestly and clearly. The director of its AIDS reduction centre, Mr. Ssempe, wrote an open letter to Kofi Annan, demanding that Mr. Lewis be immediately fired and removed from UN AIDS. With over twenty years of experience, Mr. Lewis is an eloquent speaker. For myself, I agree with the Ugandan approach, that abstinence prevents AIDS, promoting condoms doesn't, and Mr. Lewis won't.

Peter Bradley, BA/80

Editor's note: On November 22, 2005, Stephen Lewis, the United Nations special envoy for HIV/AIDS in Africa, visited Carleton University.

SUCCESS IN JOURNALISM

I am a Carleton journalism grad, class of 1985. When I look at others who graduated from journalism at around the same time, I notice a number of success stories. I'm doing this from memory, but I believe that if you look, you will see that 20 years later the following Carleton BJ's are well-regarded in the industry: Shelly Page, Anne McIlroy, Rosemary Thomson, Kim Pittaway, Andrew Duffy, Sasa Petricic. There are probably more from that year.

Since the new president wants to focus on the success of the university, I thought that showcasing the substantial achievements of these grads might be a good way to heighten the profile of the School of Journalism and Communication.

Julie Hauser, BJ/85

WHERE ARE CARLETON'S REPS??

I'm a Carleton alumni currently residing in Hong Kong. I enjoyed your articles on Carleton's international recruitment initiatives in the last issue. However, I was rather disappointed to learn that there are no reps from Carleton coming to the university exhibitions in Hong Kong this year. I was also surprised to learn from Carleton's web site that no Carleton reps would be coming anywhere in China, Japan or South Korea. Con-

sidering the growing importance of the Asian region, especially China, I thought it would be fitting that Carleton send a rep to this region. Some of Carleton's alumni in Hong Kong and I have participated in past university exhibitions to tell potential students about Carleton and what a wonderful place it is.

Eli Chow, BAHons/99

Editor's note: Carleton does in fact have representatives visiting Hong Kong again this year, and continues to be extremely active across Southeast Asia and beyond, visiting high schools in mainland China, and showcasing Carleton at exhibitions and schools in Japan, South Korea, Singapore, Malaysia, Thailand, and Indonesia. This is in addition to ongoing initiatives across the Indian subcontinent, Europe, the Middle East, Africa, and Latin America.

For information on international undergraduate admissions, visit admissions.carleton.ca/prospis/ or contact international@carleton.ca for more details.

TOP CHOICE

I really enjoyed the article on David Atkinson, Carleton's new president, and would like to pass on my congratulations to Dr. Atkinson, as well as kudos to Carleton for a great choice.

I had the pleasure of meeting Dr. Atkinson a few years ago when I was working as a fundraising campaign assistant for Brock University. He might not remember, but we had an interesting conversation about the value of university education and I was very impressed with his enthusiasm and passion for his work. Carleton is very fortunate to have David Atkinson on its team. All the best!

Amy Dietrich, BAHons/01

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MAKING CONNECTIONS

What should university offer?
Higher education, or job preparation?

BY RICHARD MARTIN

Learning that's practical or theoretical? Knowledge that's pure or applied? Self-exploration or career? Education or training? Just what does a university provide its graduates?

Alan Harrison, Carleton's provost and vice-president (academic), doesn't like the distinctions. He believes what counts is skill development. "Half of the advertised jobs requiring a degree," he notes, "don't specify what the degree should be in." Employers hire people who can think, analyze and summarize material: the basic research skills. They will prepare employees themselves for the specific needs of a position.

David Cray, director of the Sprott School of Business, agrees. He believes that most people who want to force a choice between job skills and education are making a false distinction.

"The most important skills that someone can have are the ability to think clearly, to analyze complex problems, to express themselves in written and oral media and to relate to their fellow human beings."

Businesses are a lot more interested in those qualities, he adds, "than in most of the supposed skills that are being promoted."

Harrison observes that nowadays a higher percentage of high school graduates are going on to post-secondary education, leading to what some have termed the "massification" of education. There's been a change of perspective among students: More of them now see a university degree as a "meal ticket."

This in turn has led to new pressures on universities to make studies relevant through such things as experiential learning, community service learning and short-term internships.

ACADEMIC CONNECTIONS

"It's our responsibility to help students make connections," Harrison says. "The skills developed by reading a Shakespeare play are transferable to many situations. The content is merely the vehicle."

Rather than preparing graduates for a specific discipline, the univer-

sity experience "helps students to understand what they're good at, what they can offer employers, and how to explore alternatives and opportunities – ultimately, to give them a good sense of themselves."

Harrison points to himself as an example of someone whose education – he has a PhD in economics – has enabled him to move easily into another discipline as a university academic administrator. "It's all about allocating scarce resources, which is what economics deals with."

Cray also notes that there are numerous paths to achieve career goals. He followed a somewhat circuitous route to arrive at his present position: "I graduated from a liberal arts college in the U.S. with a degree in sociology and a minor in art history. Now I teach international business and organizational theory in a business school. No amount of "skills training" would have prepared me for that career path."

Like Cray, Ann Tierney, BAHons/86, Carleton's associate vice-president





Ann Tierney, vice-president (student and academic support services).

(student and academic support services), followed an indirect path to her present position. She came to Carleton thinking she wanted to become a journalist but found that she preferred analyzing news stories to writing them. So she switched to mass communication. But then law courses piqued her interest and she went on to law school at Queen's. She practised for five years, until Queen's law school asked her to set up a career development office.

She agrees that the important skills are "broadly based and transferable, such as the ability to think, analyze, understand a subject or situation in depth, and communicate."

Like Harrison, she believes the university helps students make connections and helps them "see the range of possibilities and opportunities."

Having changed her major herself, Tierney is not surprised that Carleton "processed 5,000 changes of major this year." This is not uncommon since many students change their interests and their ultimate career choice after being exposed to different courses. A student studying for a commerce degree, for example, might have thought they were destined for Bay Street. But when exposed to a law course, all of a sudden they are determined to be a criminal defence lawyer.

"One of the things we do at university," she says, "is help them understand that it's okay to discover your real interests and change your program so that you succeed at what you want to do." The Student Academic Success Centre at Carleton is one of the units Tierney supervises and this office also helps students assess their personal-

ity and interests to see if their potential career will be a good fit.

Tierney seems to have found a good fit. She points out that her legal background has been "incredibly helpful" in university administration. "I'm required to analyze situations every day as well as problem solve and advocate, I need a range of skills to do my job well."

CAREER CONNECTIONS

But these success stories may seem less likely when you're on the verge of graduating with a liberal arts degree and think you have no marketable skills and no job prospects. That's where Carleton's Career Development and Cooperative Education office can come in handy.

Dawn Legault, the director of Career Development and Co-operative Education, feels that many students lack a sense of the concrete skills their education has given them and of how these skills translate directly to the world of work.

Echoing Harrison, Legault argues that English courses, for example, develop students' skills in preparing written materials and in articulating concepts orally and in writing.

"The skills that employers are looking for," she says, "are the ability to communicate and handle numbers, to problem solve, to adapt, to work in teams, to assume responsibility and to continue to learn. These essential employability skills are consistently sought by employers of all disciplines."

These skills are also developed in Carleton's co-op programs, says Julie Bebbington, senior co-op coordinator. Carleton has about 34 such programs, she says, which help students explore, to find out what they enjoy doing in relation to what they're studying.

"In the classroom students acquire academic skills and co-op gives them a chance to go out and apply these skills. In turn, at the co-op placement, they're learning new things, which they bring back to the classroom."

Students in science, for example, learn what it means to work in a real lab. "In school, there's one way to do an experiment, and there's one result," she says. "But in a real lab, not all experiments turn out, so the question becomes, 'How do I problem solve this result?'"

In practical terms, some co-op jobs can be a way for employers to recruit

and train employees, and for both sides to see if there's a good fit between student and job.

But even if the co-op doesn't lead directly to employment, it can look good on the student's resume. "We help students make connections, to see that they have skills or transferable skills that employers want, such as meeting deadlines or working in teams."

The process starts with self-assessment, Legault notes, something she feels was lacking in the career advice she received after her undergraduate degree. Legault was about to graduate with a psychology degree, but found that the primary advice she was given was to consult job market statistics.

"They didn't acknowledge my own experience," she says. "The process didn't speak to who I was."

So Legault identified her needs herself and decided to pursue an MEd in counselling, with a focus on career development and vocational evaluation, at the University of Western Ontario. From there, Legault worked in professional career counselling and coordination of employment programs for HRDC funded projects. Before arriving at Carleton, Legault spent a few more years conducting rehabilitative vocational evaluation assessments for injured workers.

Her goal at Carleton is "to tailor our help to the needs of each student," by giving them the tools and resources they need to articulate their skills and to market them, so they can parlay what they're learning into a career path.

Bebbington's career path may have taken her far from her degrees in anthropology and archaeology but she too believes her education has given her skills



Alan Harrison, provost and vice-president (academic).

"Universities, have a reputation for being very left hemisphere, theory-oriented institutions...practical, job-oriented types of learning should be an equal part of any post-secondary education."

that have contributed to her success.

"I need my research skills and my ability to commit to a task to cold call companies and ask if they would like to hire our co-op students," she says. "I attend networking events in the community and have to follow up. It requires the same tenacity that getting a master's requires."

The ultimate pleasure for Bebbington is seeing students mature over four or five years. "I knew this was the place for me when I saw the students changing from shy, inexperienced people into confident, contributing members of society. It's very rewarding."

CONNECTING WITH STUDENTS

But what do the students think? After all, the university experience is supposed to be about them.

Veteran broadcaster Robert Fisher, MJ/87, believes a program such as Carleton's – with its mix of job skills and academic subjects – best prepares people for the real world of journalism.

"Ideally a degree in some specialty (political science, history, a science – even law) and then a degree or (college) diploma is the very best combination. An area of expertise plus some journalism training, I think, is almost guaranteed to get you more than those lost dog stories. An understanding of the political system, for example, could get a person into a reporting job at a legislature or even, with experience, on Parliament Hill."

An experienced journalist in private and public radio and television before he entered the MJ program, Fisher believes his two "terrific" years at Carleton allowed him to "re-charge my work batteries" and study politics, history and labour law under some of the best minds in the country. "What a privilege it was to hear lectures by Blair Neatby, Richard Clippingdale and Syd Wise. I had a variety of academic subjects to choose from during my first year and then in my grad year – a mix of

some academic courses and seminars at various government institutions in Ottawa, including national defence and the prime minister's office."

Stephanie Treuhaft, a third-year student in architecture who expects to graduate in 2007, also believes the mix of practical and theoretical best prepares graduates for the real world.

She notes there are several courses specific to the "working" realm of architecture, such as a first-year engineering course that "teaches us how to measure spans and loads in certain conditions."

Students also take courses in building materials and techniques, lighting, plumbing and electrical systems, and, in their final year, a course in design economics "where we learn cost analysis and budgeting."

The heart of the architecture program, says Treuhaft, is studio, 12 hours a week each semester for four years. "In this class we explore materiality, the nature of space and study relationships between scale. We can be given a project, on a specific site, with a specific program and theme. The rule is anything goes. There are guidelines and some attention to building codes; however, your budget is infinite, your client has no input and some rules can sometimes be overlooked."

The course allows students to explore their creative capabilities as architects, push boundaries and create a space that would be aesthetically pleasing and functional. "The study and exploration of design is one of the most important aspects of being a good architect," she says, "and therefore of a good school of architecture."

Treuhaft feels that the key to keeping students interested and curious is diversity. "Architecture, like many other disciplines," she says, "is a right-brain, left-brain profession; it demands a strict way of delivering blueprints, and at the same time provides potential for creative design."

Universities, she says, have a reputation for being very left-hemisphere, theory-oriented institutions. "I would simply like to emphasize that practical, job-oriented types of learning should be an equal part of any post-secondary education."

What it seems to add up to is perhaps deceptively simple: only connect, to quote a character in E.M. Forster's *Howards End*. Connect job skills and academic subjects, the practical and the theoretical. Connect personality and interests to marketable skills that not only fit jobs but win promotions. Above all, connect the prose of the university experience to the passion of self-assessment and exploration. ■

Richard Martin, BAHons/70, BJ/83, is an Ottawa-based writer.







Getting to**Work**

BY JAMES HALE

*As students, the idea of career occupied much of our thoughts. That's a timeless reality, and yet the concept of what constitutes a career, and the role it plays in our lives after university, has changed significantly during Carleton's 64 years.

To sample a range of viewpoints we gathered three Carleton alumni – Ron Catterall, BEng/61, Carolyn Brown, BJ/83, DPA/96, and Andrew Christie, BPAPM/05 – to discuss how the idea of career has changed over the generations. Catterall, now retired, attended Carleton after working for several years at the National Research Council (NRC), and then went on to a successful career in the government, defence and computer industries. Brown now works at the NRC as a manager in the publishing division after a number of years at the *Canadian Medical Association Journal*. Christie, the holder of the 2005 Meloche Monnex Fellowship in Advancement, coordinates the Alumni Student Awareness Program for Carleton's Department of University Advancement.

Carleton University Magazine: What were your early ideas of what a career might mean and how you should prepare yourself for one?

Ron Catterall:

{ When I started out as an engineer we had unlimited possibilities. There were people lining up to hire us.

Being the first graduating class of engineers from Carleton I thought we might have difficulties because the school wasn't that well known, but there were boundless opportunities, which I think is an awful lot different than these days. Companies would bring you to California at their expense for interviews, so you could make seven or eight trips a year and travel all over the United States.

Andrew Christie: In high school, guidance counselors and teachers told us to be prepared to have four careers, and I think now they're saying seven, so I wonder if they tell you that just to make you work harder. But, certainly,

my generation has been told to be prepared to have multiple careers and to switch between jobs.

A lot of the opportunities involved creating your own skill sets and having skills that are transferable. So whether you were going to university, college or the workforce you'd have a baseline set of skills. At Carleton, that was reinforced. It was the idea that you are responsible for your own career – you've been empowered to take that responsibility. You're not going to have a set career path and with the value of a single diploma or degree diminishing, you needed to go out of your way to get extra-curriculars and value-added experiences that would entice an employer to hire you. That's where I started, and I feel it's only been reinforced since I graduated.

Carolyn Brown: For our generation in high school in the '70s we were getting this new message that you had to be career oriented. This was a new idea. Previously, a lot of people had gotten

Mind the GAP BY KRIS FOSTER

There's an elephant in the room, just sitting in the corner. Funny that no one mentions it, because it's pretty obvious and we see it everyday in the workplace. The elephant this time is the generation gap in the office.



Linda Duxbury

"We tend to view the world from our own generational perspective, so we don't understand other perspectives," explains Linda Duxbury, a professor in the Sprott School of Business and one of Canada's most accomplished researchers, writers and speakers on work-life balance.

Obviously there are different age groups in the workplace and clearly they all have different perspectives on life. But what we don't appreciate – the elephant that we don't talk about – is that these different perspectives extend into our careers and work life, and translate into different work ethics, ambitions and ways of dealing with job stress. This im-

pacts the way we work and interact with each other.

"We are a product of the times in which we grew up. Our attitudes, values, what we want from life, what we want from our job, what we want from our community are all really influenced by our circumstances while growing up and by what our parents believed in," explains Duxbury.

"Each group views the world completely differently. It's actually a form of diversity. When we see that someone is a different gender or a different ethnic background than us, we anticipate that there may be some challenges communicating. But when we see that someone is the same gender or the same race, we assume that when they act differently from us it's because they are either stupid or difficult," says Duxbury.

Right now there are four distinct generations in the workplace: the Veteran Generation, the Baby Boomers, Generation X and Generation Y (a generation known by many names). Recognizing the diversity that these generations represent and understanding

the different career paths and consequent career hurdles faced by each generation will help improve the work atmosphere.

THE VETERAN GENERATION

This is the oldest generation in the workplace. If you were born before 1946 you are a card-carrying member of the Veteran Generation. The formative influences on this group are the Depression (their parents lived through it), World War II and the post-war reconstruction.



Duxbury describes this generation as Cleaver-esque. "You had a single male worker, a wife at home, four children and economic prosperity. This group believed if you worked hard, were loyal and dependable you were looked after. They

general science or humanities degrees with the idea that they would then learn on the job or get some kind of training. We were given the idea that the economy was competitive and you had to be very career oriented in your choice of a degree program. We were kind of pressured to make a career choice before we went into university. Also, I was probably in the first generation of women where you were expected to have a career. A woman came to talk at our high school from a women's career counselling bureau, and she told us to expect to work outside the home for a minimum of 20 years, so you'd better do something that was interesting and fulfilling. I remember that the young women in my class kind of perked up after that and began to think more seriously about what they were going to do.

Catterall: After my early days at NRC I decided that I wanted to go into a career where I could make money.

Engineering was very hip at the time, with space exploration and all that, so that's why I wanted to go into it. Basically, I wanted to avoid taking English. As far as career aspirations, the thing was to be taken care of by Ma Bell or IBM, because they would take care of you for life.

CU: The concept of the single job for life – what's your view of that from today's perspective?

Brown.

I don't know if people in my generation knew that there was no such thing anymore as the single job for life.

In fact, some people did get the single job from my generation. It's not gone; in fact, I think some of those jobs are coveted. But some of those jobs, like teaching, now have the problem of being underpaid and overworked. In the early '80s, when the economy was

had jobs for life."

During the economic prosperity after the war, the veterans were "making up for lost time," as Duxbury says, "and they reproduced madly – 4.1 children per family at the peak of the baby boom."

A birth rate of 2.1 is required for replacement. "This high birth rate created a lot of the conditions that caused many of the problems or issues with respect to a buyers' market for labour," Duxbury notes. The Veteran Generation was the last to experience a true sellers' market for labour.

THE BABY BOOMERS

This generation is simply known as the Boomers. Technically, members of this group were born between 1946 and 1964. The shift from a sellers' market to a buyers' market for labour coincided with this generation. "When we had the Boomers we had about twice as many qualified people for every job on the market," states Duxbury.

The formative influence on the Boomers is that they grew up in a time of economic prosperity. Whether it's true or not, the Boomers are associated with the



"sex, drugs and rock 'n' roll" of the '60s and '70s. For the most part, Boomers are optimistic and belong to a culture of entitlement. "After all, the Boomers make up 58 percent of Canada's labour market, so whatever we want we get because we are in positions of control," says Duxbury.

Judging by the number of 60th birthdays being celebrated these days, it is safe to say that a number of Boomers are closing in on retirement age and will be leaving their careers in the near future.

GENERATION X

Generation X, a term popularized by Canadian author Douglas Coupland in the 1990s, includes anyone born between 1961 and 1974. Duxbury explains Generation X's job market as follows: "Members of Generation X followed this huge cohort, the Boomers, into the labour market just when the labour market tanked. When those born in 1961 were

trying to get their first jobs we hit a recession, followed by a jobless recovery, followed by another recession. So there was tremendous competition for jobs in this particular group. They had trouble getting permanent work and they had trouble keeping permanent work."

Members of Generation X are often portrayed in the media as apathetic cynics who are over-educated and under-achieving. Another term closely linked with this generation is *McJob* – a low-paying job with little stimulation and few prospects. This is certainly not a flattering portrayal of a generation, but



these characteristics as a generational response to a point in time are justified. To put it simply, Generation X was short changed by demography.

GENERATION Y, MILLENNIALS, NEXUS GENERATION

Born in 1975 and beyond, and known by many names, this is the youngest gen-

bad, some of us were very surprised at how precarious a career could be. Some people in my generation found jobs that were long term with a lot of stability, but I'd say half have not and have to deal with job instability. I don't think anyone was expecting that kind of instability.

Catterall: All my kids are on contract. They're between 36 and 45, and the thing is, you don't get any benefits. One started out as an architect and is now doing set design.

Christie:

{ For me, I don't know any different. I expect to have little or no benefits and the onus will be on me to put my money away to prepare for a rainy day, and pay for my own insurance and RRSPs.

Brown: At least someone told you. I think that makes a big difference. If you're aware of it, and preparing for it, then at least you're thinking ahead that way.

CU: What role can universities play in helping people face the realities of a career today?

Brown: Well, I did a graduate program in public admin at night 10 years after I did my journalism degree, so it allowed me to do more training while still pursuing my career, and that was a big help. The other thing I notice now is the management courses that the Sprott School is offering, and that's an extremely good role. Obviously, as a Carleton grad I'm going to look at those courses before I look elsewhere because it's a school that I trust and I know their instructors have a certain calibre. I think continuing education is a really good thing for Carleton or other universities to get into. I think that's where it's going for mid-career people.

I don't so much see people my age changing careers as much as I see them moving between being an employee and working for themselves. I see a lot of people going into managing the thing they used to do or teach-

eration in the work force. Those born between 1974 and 1976 are "cuspers" and are still feeling the ripple effects of what Generation X experienced. But individuals in this generation see the light at the end of the tunnel and know things are getting better in the job market. However, this generation also saw what the job market did to their parents.



"They saw their parents downsized, they saw their parents go on stress leave, they saw their parents take Prozac and they saw their parents get divorced. And they say, 'I will never make that mistake. I will never put my job ahead of my life.' They don't believe in the concept of loyalty," Duxbury explains.

Throughout their whole lives the Millennials have been challenged by their parents and teachers to have opinions and ideas and to logically be able to argue their cause.

"They don't take things at face value, they want to argue them and understand them. The older generations see that as being too aggressive and way too cocky. It's not, it's just how different generations see each other."

This generation will witness the transition back to a sellers' labour market. Consider two elements that will contribute to this transition: Canada currently has a birth rate of 1.5, well short of the needed replacement rate of 2.1 – a birth rate that high hasn't existed since 1968; and the Boomers are reaching retirement age. These two factors will contribute to there being more jobs than qualified people to fill them.

CATCHING THE BUS AND BOILING FROGS

Beyond awareness it is important to understand the circumstances faced by each generation; this helps to explain why they act, or react, the way they do. Duxbury uses two analogies.

Think about the job market in terms of catching the bus where the seats are the jobs. The people who get to the bus stop first get the best seats. If you are trying to catch the bus at rush hour you might get stuck with a less-than-desirable seat, you

might have to stand or you might not even get on the bus.

"The people born between 1947 and 1958 have the good seats on the bus, the early Boomers. Their seats are so good they don't appreciate what it's like on the rest of the bus. In fact, their seats are so good they are going to ride around a couple times," Duxbury explains.

Those who were born towards the end of the 1950s got seats with rips that were held together with duct tape. But at least they were still sitting.

By the time Generation X was ready to catch the bus, there was only standing room available.

"These people didn't get good jobs," explains Duxbury. "A lot of those people born throughout the '60s have been on and off a number of buses just to go home. So their attitude towards riding a bus is not as good as the people who got the good seats."

With more passengers than seats, the bus fare increased. But you couldn't complain because there were many people who were willing to pay higher fares just to get on the bus. Comparatively, you couldn't complain about increased work-

ing the thing they used to do. That seems to be a real trend, and I think Carleton could take advantage of that by hiring some of its own graduates to come back as teachers.

Catterall: My view is that Carleton's campus needs to be a lot friendlier for alumni. It's a pain to go there at night for courses with the parking problems and traffic. It's just not user-friendly at my age, and I think any university is probably that way.

Brown: There should be more of a move to online courses and satellite sites if universities are serious about playing that role.

CU: What about the role of co-op programs in preparing people for a career?

Catterall: One thing that worries me about co-op programs is that they tend to make students specialize, at least it did in engineering. It has to be very well managed. I don't think it matters whether you're in Eng-

lish, journalism or public affairs, you should be given some practical courses in things like project management. I think you need something like a life skills course. Interpersonal relationship skills are the first thing you look for when you're hiring.

CU: Andrew, what was your experience in terms of getting those practical skills?

Christie: One of the strengths of my program was that in first year you were exposed to Plato, Hobbes and other political philosophers. I also learned about policy analysis and economic principles. And this enabled you to strike a balance between theory and practice.

Brown: I've come around to the point where, when I talk to young people today, I advise them that it's not a bad idea to do a first degree in a wide liberal arts or liberal science context, where you learn critical thinking, the Western canon and you understand what the world's all about. Spend time doing that before you specialize in

your second degree. That makes you a good citizen and a critical thinker, and it helps you understand the world you'll be living and working in.

Catterall: One thing I think that's very important, and might be being overlooked, is something that addresses the needs of women when they're looking at re-entering the workforce after having children. I don't necessarily mean the specific skills of the job they were already doing, but perhaps the life skills they would need to do something totally different.

Looking back, what university gave me that really stood me well is how to think and how to work hard. Those two skills are things that allow you to do anything. ■

James Hale, BA/77, is a senior marketing communications advisor at MD Funds Management Inc. in Ottawa, and a jazz journalist.

loads, because there were many people who would take on the heavy workloads just to have a job.

With so many people willing to ride on a dirty bus with litter on the floor and rips on the seats, the condition of the bus only got worse; it didn't have to improve.

"There were tens of thousands of Boomers competing for a promotion. So the employers could do whatever they wanted. They could talk about the importance of people, but manage money and cut budgets. That's the condition of the bus deteriorating," Duxbury articulates.

This brings us to Duxbury's second analogy, boiling frogs.

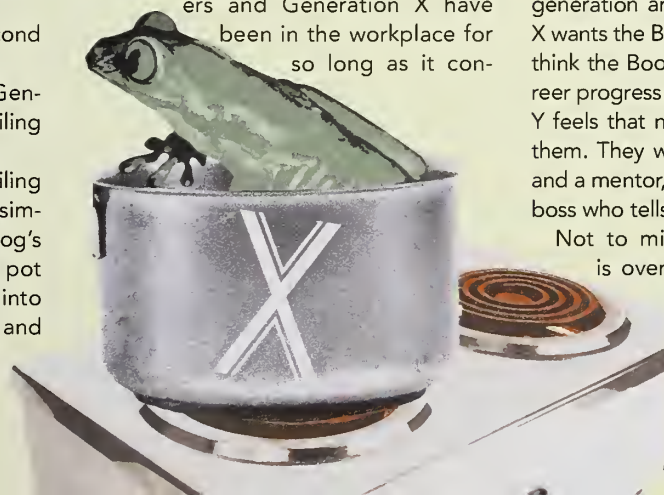
"A large part of our workforce, Generation X and the Boomers, are boiling frogs," explains Duxbury.

If you throw a frog into a pot of boiling water, the frog will jump out. It is as simple as that. No one questions the frog's rationale for not wanting to stay in a pot of boiling water. But if you put a frog into a pot of room-temperature water and turn the heat up gradually the frog will stay in there until it dies.

"When the younger frogs come along and put their feet in the water they say 'Are you nuts? It's hot,'" says Duxbury. "The older frogs who have habituated over 15-20 years to the higher temperature say, 'What is wrong with these young frogs?'"

Apply this analogy to the workplace. The Millennials see the workplace as a boiling pot of water and there is no way they will stay in an environment like that. After all, they saw what that work environment did to their parents. The Boomers and Generation X have been in the workplace for so long as it con-

Is it getting hot in here?



tinued to change that they don't realize that they are in boiling water and haven't noticed how bad work conditions have gotten.

"It's not like it happened overnight. We did it very gradually over 15 years – workloads kept increasing and increasing. To the extent to which their expectations are out of whack and they really don't understand why the younger generations won't accept this work environment."

With all of this occurring in the workplace, contentious situations will arise. The Boomers see the youngest generation as lazy. Generation X thinks the youngest generation are spoiled brats. Generation X wants the Boomers to quit because they think the Boomers are impeding their career progress and job security. Generation Y feels that no one respects or listens to them. They want an opportunity to learn and a mentor, not just a blunt, in-your-face boss who tells them what to do.

Not to mix metaphors, but the pot is overly full and the bus is on a bumpy road; all we can do to prevent a messy situation is strive for awareness and understanding. ■



Under his Skin

BY AMANDA COSTEN

The modern tattoo machine doesn't bear much resemblance to the rotary engraver invented by Thomas Edison, modified in 1891 by Samuel O'Reilly to introduce ink into skin, except for its reliance on electricity. Today's double-coil electromagnetic machines rapidly and repeatedly drive needles in and out of the skin, 120 times a second.

This technique has also replaced the earlier forms of creating tattoos by cutting designs into the skin and rubbing ink or ashes into the wound, by tapping ink into the skin using sharpened sticks or bones or, as in traditional Japanese tattoos, inserting ink beneath the skin using manual tools

with bamboo or steel needles.

Those vanishing forms for tattooing are of great interest to Thomas Lockhart, BA/74. As a purveyor of "flash" — the conventional butterfly and burning-heart tattoos tacked on the walls of every tattoo shop around — Lockhart deals in mainstream tattoos in his Vancouver shop, West Coast Tattoos, to pay the bills, but his heart belongs to body art.

"I discovered the epitome of the art form in Japanese body suits," says Lockhart, who, after 25 years and more than 100 hours of work, sports a kimono — tattoos covering his entire torso and continuing over his buttocks. The koi on his arm, tattooed in Japan us-

ing a wooden stick, took seven hours.

Finding, witnessing and recording indigenous tattooing — and his constant wanderlust — took Lockhart and friend Vince Hemingson throughout Asia and the South Pacific. Their pilot for the 13-part (as yet unfinished) series *Vanishing Tattoo* was filmed in Sarawak, Borneo, in partnership with Natural History New Zealand and with funding from National Geographic.

"Ancient methods are being replaced by electric machines and the traditional designs that are spiritual and personal are being replaced with Western images," says Lockhart, whose interest in tattoos, which began when he received his first at the age of 18, has not only

"I'm not surprised no one else used their education on becoming a tattooist. On the other hand, National Geographic financed our documentary and I'm writing a book on tattooing history...that probably wouldn't be happening if I hadn't received a decent education."

influenced his livelihood but infused his hobbies as well.

A collector of tattoo paraphernalia, Lockhart describes the display of "knick knacks" in his shop as Canada's largest tattoo museum. His collection includes rare photos of Haida tattoos dating to the 1870s which led him to begin writing a book about tattoo history in Vancouver and Victoria.

His own history in tattooing, written on his skin by masters whom Lockhart "apprenticed" with by offering up his flesh as canvass, began in the 1970s. Lockhart attended Carleton University, where he studied psychology and planned a career in aviation. With a private pilot's licence — and a penchant for jumping out of planes with Carleton's skydiving club — Lockhart headed to the Aviation Academy in Buenos Aires after graduation. Although he became a commercial pilot, he never made it to the Cochise Aviation Academy in Arizona as planned; instead, he headed further south in search of adventure.

Too much of a free spirit to be the company man airlines were looking for, and decorated with tattoos that were souvenirs of his travels, Lockhart



abandoned aviation and got serious about the tattoo business.

"I attended conventions, decided who was good and then tripped around getting tattooed by older men who ostensibly knew more than me, and picked their brains," says Lockhart, who opened West Coast Tattoo in 1979.

Hemingson describes Lockhart studying tattooing like a science. In addition to building a reference library, Lockhart took art and drawing classes and even delved into the chemistry of the inks he was using, sending them to the forensic labs at the Vancouver police department to be tested for heavy pigments and toxic elements like cadmium, mercury and chromates.

"Nobody was wearing rubber gloves when I started and not everybody was sterilizing their equipment in autoclaves. There has been a real renaissance in the tattoo world over the last decade or two," says Lockhart, who was something of a pioneer in his approach to health and safety.

Lockhart, now an established artist with an international reputation, has also benefited from his location in Hollywood North. As a tattoo technical consultant for film and television, he is sought out by Hollywood stars for

a little ink of their own. His work can be seen (or is carefully hidden) on actors Jodie Foster and Christina Ricci. At the time of this interview, Lockhart was consulting for Microsoft on an interactive tattoo-related Web site for a reality show to be aired this summer.

Lest you think Lockhart is all work and no play, his latest Harley Davison motorcycle can be found parked in West Coast Tattoo, his 30-foot Excalibur sailboat is in False Creek and his single-engine BD 5 aircraft is under construction at the family farm in the Fraser Valley.

"I work the shop from the crack of noon till sixish during the week and spend the weekends working the farm," Lockhart says. "Any other spare time is spent shooting pistols at the range and sailing." ■

For more information, visit www.vanishingtattoo.com and www.westcoasttattoo.com.



Advanced Search:

career education|



BY ALEX WOOLEY

Shona Brown, BEng/87, has some advice for those obsessed with micro-managing their career: don't.

Brown should know. Not only is she senior vice-president, business operations, for one of the most dynamic companies in the world – Google – she is also author of the best-selling business book, *Competing on the Edge: Strategy as Structured Chaos*, which introduced a new strategic model for competing in volatile markets.

"People obsess with specifics," says Brown, whose Carleton connections run deep — her father was an earth sciences professor. "When I went to Carleton, I thought my topic – robotics – was fascinating but soon found out that it wasn't. I switched to computer systems engineering, which proved to be a good choice for me. The point is I knew I wanted education, but wasn't sure I knew at the time why. Instead, I pursued education for intellectual curiosity's sake. The lesson I've learned over the years is that people are more fulfilled if they continue to challenge themselves, rather than staying in the one role forever. My career is not an over-planned career. Challenging myself has made me thrive."

Brown believes the same lesson can be applied to organizations: "Most companies err in being too structured, too controlled. On the other hand, some companies in their desire to innovate trip over the execution. Overall,

I think it's better to err trying that second option, striving to innovate."

Brown joined Google in 2003, one year prior to the IPO, following almost a decade consulting for McKinsey and Company. At McKinsey she was a leader of the Global Strategy Practice, working with firms on strategy development, business model transformation and operational issues, with an emphasis on high-tech. "Google is a Petri dish of sorts where I get to apply all I've learned at McKinsey and elsewhere. It is a wonderful company and role to play, leading business operations. It fits with my long-standing interest in technology, managing fast-growing organizations, where you have choices and challenges and it's difficult to know which will work and which won't."

According to Brown, Google promotes a healthy work-life balance. She works manageable nine-hour days, flanked by a daily 40-minute drive to Silicon Valley from her home in San Francisco. She even has time to play in a recreational soccer league (she played varsity field hockey at Carleton). "At Google we're focused on lifestyle, we know it's not useful to burn everyone out; it's important to keep people excited about coming to work."

If you'd like to emulate Brown and join the next Google, she has more career advice: "In terms of going into technology, the most obvious tip is that having a technical background is a leg

up. Doing the degree I did at Carleton was a sufficient foundation for my job today, even though my job is not overly technical. The point is I have enough of a technical background to be able to understand the issues. The value of an engineering degree is learning how to be a critical thinker – but I think you can get that in any discipline. Problem solving is another skill that you learn in university that is applicable to tech companies or any company for that matter."

After Carleton, which Brown says was her "first experience of critical thinking," she went to Oxford as a Rhodes Scholar, gaining a master's degree in economics and philosophy. She received her PhD from Stanford University's industrial engineering and engineering management department. Since then, she has taught at Stanford and published widely – and has continued to publish after leaving the academic environment.

Brown says her current job at Google has an internal focus. "My job is helping the company to scale, working on the most difficult business problems." She says that Google is an exciting place to be "because we focus on creating things that we think are going to be compelling for users around the world. We're focused on building great products." ■

Alex Wooley, BA/89, is the director of communications and development at Intermedia in Washington, DC.



“Google is a Petri dish of sorts where I get to apply all I’ve learned.”



A gift to be remembered

Richard Van Loon's leadership donation to help African and CIE students

BY CINDY ROBINSON

One of Richard Van Loon's most poignant Carleton memories is of the handwritten letters he received from students in Africa asking for financial assistance to complete their education.

"It was very hard to do anything for them at Carleton because we didn't have any special funds for them," recalls the former president, who served at the university's helm for nine years. "I thought there really is a need to do something, and that we *should* do something."

When the Carleton community established a scholarship in his name on the eve of his retirement, Van Loon decided that the funds should be directed to students from an African

country — the first Carleton scholarship to offer assistance exclusively to African students.

But Van Loon decided he wanted to do more. That's why he recently made a donation of \$100,000 to be split equally between the Richard J. Van Loon (RVL) Scholarship for African students, and the Centre for Initiatives in Education (CIE) bursary, which is awarded to students in financial need whose high school grades may not reflect their full potential.

"There are lots of worthy causes around here but I thought those two were particularly good ones," he says. With matching funds from the province of Ontario and the endowment

of the late E. Bower Carty, Van Loon's gift has doubled to \$200,000, meaning even more Carleton students will benefit from his generosity.

Choosing where to direct his gift — the largest philanthropic donation made to Carleton by a former president — was an easy decision, says Van Loon.

"I chose an African scholarship because that's where it seemed the need in the world was greatest. That's a place where we should be putting more support," he says, noting that Carleton has a long tradition of African studies, particularly in the department of political science.

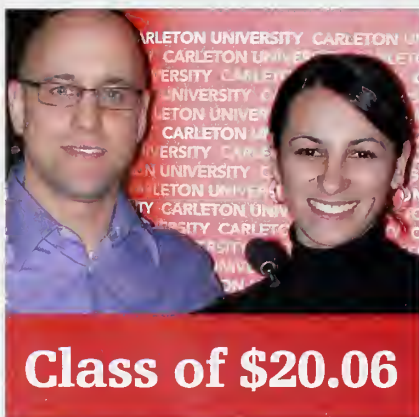
"CIE was actually founded the first year I was president," he continues, "and I loved to talk about it because it indicated that Carleton had a commitment to giving some students, who might not otherwise have a chance to succeed in a university environment, an opportunity to learn and study."

And while he's pleased to have taken these steps to help Carleton students, Van Loon says he'd like to see the scholarship and bursary continue to grow.

"I continue to encourage people to put money into the RVL scholarship but I also really encourage them to put money into the Centre for Initiatives in Education bursary," he says. "I hope that we can keep the momentum going."

The first Richard J. Van Loon Scholarship will be awarded this fall to an African student who has demonstrated high academic performance but requires financial aid in order to pursue a course of study at Carleton University at either the undergraduate or graduate level.

Donations to both funds can be made by contacting Elizabeth DiSabato, scholarship specialist, at 520-2600 ext. 8977, or elizabeth_disabato@carleton.ca. ■



Class of 2006 — Leave your mark at Carleton!

The 2006 Class Act Campaign is an award-winning student-led initiative that gives graduating students a chance to leave a legacy at Carleton and help future students at the same time.

Join Peter Laughton and Diana Turcas, chairs of this year's campaign, and make a contribution of \$20.06 in honour of your grad year. Your gift will be matched and endowed to create the Class of 2006 Bursary, an ongoing award for Ontario students in financial need. Better yet, you can make your gift in tribute to someone special. What a great way to say thanks!

Visit us online at carleton.ca/classact to find out more or to make a contribution.



Should we talk about the weather?

BY JAMES MORAN

For the fifth annual Discovery Lecture, David Phillips, Environment Canada's senior climatologist, dazzled an audience of more than 160 people with humour, stories, facts and figures to explain Canadians' obsession with the weather.

"We live in one of the healthiest and safest climates of the world," Phillips told the enthusiastic crowd in Alumni Theatre. "I mean, who would attack Winnipeg in the middle of February?"

An avid storyteller, Phillips knows his weather, having published several papers, reports and books about Canadian climate, including the Canadian bestseller *The Day Niagara Falls Ran Dry*. He started Canada's Weather Trivia Calendar, is a frequent public speaker on radio and television, and is the resident expert on The Weather Network's Ask the Expert feature.

"Mainstream media have all of a



sudden found weather," Phillips said. "They're infatuated. Everyone now is doing the Canadian thing—chatting about the weather."

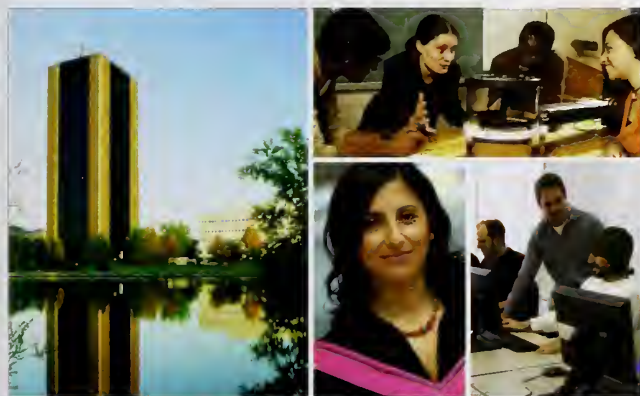
"I'm a big fan of David Phillips," said Greg Stoodley, a Carleton alumnus and audience member. "I got a broad per-

spective of what the climate is, what the weather is in Canada, how forecasting is interpreted, and Canadians' views on weather."

Phillips also reluctantly weighed in on the climate change debate, saying we need to examine the evidence closely, especially in light of the world's burgeoning population.

"You can't blame a storm, a bad winter, even a snowy decade, on human beings," said Phillips. "You can't use a hot summer or a cold spell to support or debunk climate change. People have come to believe that every deviation of the weather is our fault. It's like our proof that we're ruining nature."

But, he said, "Ottawans had colder winters [a hundred years ago]. They had, on average, cooler summers but more hot and more cold days. I don't think there were any more hailstorms or brushes with tornadoes or hurricanes."



Annual Donor Report 2005

The breadth and quality of teaching and research programs at Carleton is made possible by the generosity and commitment of donors. From financial assistance for deserving students to supporting our faculty's teaching and research initiatives, donors make it happen! Read about some of the donors who are making great things happen at Carleton in the 2005 Donor Report at carleton.ca/2005donorreport.



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In the meantime, if you would like more information, or to volunteer for this reunion, please contact Sarah Ripley in the Department of University Advancement at (613) 520-2600 ext. 1699 or sarah_ripley@carleton.ca.





Before



After

Darryl Boyce, director of Physical Plant, pictured on the new staircase with project manager Maria Hotston. The University Centre's \$17-million extreme makeover is nearing completion and a number of construction milestones have already been reached, including renovations to the food court, the addition of new classrooms, and a wide, more gracious main staircase.

University Centre makeover nears completion

BY CINDY ROBINSON

Like the houses on the hit reality show *Extreme Makeover: Home Edition*, the University Centre has been undergoing a stunning renovation that is transforming the 40-year-old structure into a modern, multi-functional space.

The \$17-million construction project was initiated to provide more social and learning spaces for students. Since construction began last year, the building has been extended to include a food court that is twice the size of the original; seven new classrooms; and a two-storey Galleria.

Additionally, the steep, vertigo-inducing main stairway has been transformed into a gradual, wider and more gracious staircase. The renovated stairs are already getting a positive reception, says Darryl Boyce, director of Physical Plant.

"I've been walking around there, and have asked people, 'What do you think?' And the response is, 'Wow—this is great,'" says Boyce.

Boyce says the project has had its challenges—such as the time when some sewer lines were pierced and a crew had to hand dig 15 feet down to

reconnect the lines — but notes that the renovations have already met the university's goal to make more space available for students.

"The expansion of the food court and the change of the operating hours has allowed a space for students to work together and socialize in a very stylish environment," he says. In fact, total seating at the food court has been increased from 300 to 500 seats.

Careful consideration has also been given to the exterior, which will incorporate the brick style evident on the Nesbitt Biology Building, and a zinc metal siding similar to the material used on the Azrieli Theatre. And, Boyce notes, all the work has been done without any reductions to the number of parking spaces in Lot 2.

Most of the work, including the 10,000 square foot Galleria, was completed in May. Over the course of the summer, renovations to Oliver's and construction on a new bookstore will take place. A new, secondary elevator located at the east end of Baker's Grille will ferry people to four of the six floors while the existing elevator receives extensive repairs.

For updates on the renovation project, and to view photos, visit carleton.ca/physicalplant/unicentre. ■

The Department of University Advancement likes heavy medals

The excellent work done by the Department of University Advancement has been recognized by the Canadian Council for the Advancement of Education (CCAIE). In the CCAIE's annual Prix d'Excellence competition numerous Advancement projects were awarded medals.

In the Best Newsletter category, Carleton University earned a gold award for *pamorama* (Faculty of Public Affairs and Management alumni newsletter) and a silver award for *Eureka!* (Fac-

ulty of Science alumni newsletter). The judges referenced the publications' excellent design and writing as well as the "thought-provoking" content and their "personable and inviting" style.

The Carleton Café online community for alumni — carleton.ca/alumni — was also recognized by the CCAIE with a silver award in the Best Department or Program Site on the World Wide Web category.

The Department of University Advancement continued to garner peer accolades

from the CCAIE as its Class Act campaign was awarded a silver medal in the Best Program Development category.

CCAIE is an organization comprised of advancement professionals from colleges and universities across Canada. On June 3-6 Carleton University hosted the annual CCAIE conference. This year's conference was called Converge on the Capital. For more information about the conference visit www.ccaeconf.org.

Campus appointments

HARRISON ACCEPTS POST IN CALGARY

Alan Harrison, Carleton's provost and vice-president (academic), has announced that he will be leaving the university to take up the position of provost and vice-president (academic) at the University of Calgary. His five-year renewable term at Calgary begins on July 1.

Harrison was first appointed as Carleton's provost and vice-president (academic) on July 1, 2003. Throughout his tenure, he has been involved in a number of projects to enhance the student experience, including the Learning Commons, which was unveiled in November.

"There are a number of reasons why I couldn't turn down this opportunity," says Harrison. "In particular, universities in Alberta are currently enjoying generous support from the provincial government."

Selection of a new provost and vice-president (academic) at Carleton will be announced in the near future. Samy Mahmoud, dean of engineering and design,

will be acting provost as of June 1, 2006. Rafik Goubran will be acting dean of engineering and design.

FERIDUN HAMDULLAHPUR RE-APPOINTED

Feridun Hamdullahpur has been appointed by the Board of Governors for an additional five-year term as vice-president (research and international), effective July 1, 2006. The advisory committee for the vice-president (research and international) was unanimous in its recommendation of Hamdullahpur, who received strong support from the university community for his re-appointment.

Hamdullahpur has been with the university since July of 2000. As vice-president (research and international), he is responsible for developing and facilitating research opportunities and expertise at Carleton and for liaison with government, business, granting councils, other universities and organizations on research matters. He also further develops the university's international programs

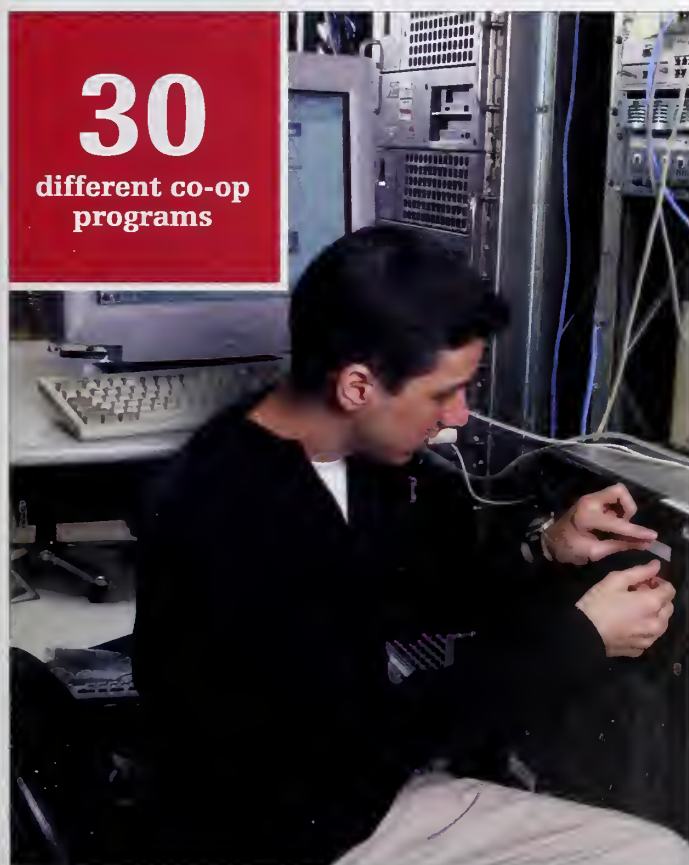
and represents Carleton to agencies and organizations that have a relationship to the development and support of the university's strategic directions.

KARIM H. KARIM APPOINTED AS DIRECTOR

Karim H. Karim has been appointed as the new director of the School of Journalism and Communication. Karim will be succeeding Chris Dornan, BJ/78, who is stepping down June 30. Dornan held this position for two terms.

Chris Waddell will serve as the associate director of journalism.

"It is a tremendous honour to be entrusted by my colleagues and the university's administration with the leadership of a school that has a unique place in Carleton's history. Several generations of teachers and students have helped to shape the school of journalism and communication's distinctive character and I am committed to ensuring that it continues to be a leading Canadian institution," says Karim.



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ice Getting time

BY ERIN SWEET

It's not unusual for young hockey fans to mistake Tim Pattyson for a hockey player and ask him for his autograph. Although he's willing to comply, the Ottawa Senators' video coach regularly redirects the keen autograph seekers to the players.

"On one of our off days we went to a Denver Broncos game. As I was walking out of the arena some autograph takers asked if they could have my autograph. I said to them, 'You probably want to wait for Daniel Alfredsson.'"

Pattyson, BJ/01, is a veteran with one of the top teams in the NHL. He spent more than three years with the Senators' communications department setting up the press box and compiling stats before entering his first season as video coach. As far as video coaches go, Pattyson is on the younger end of the scale at just 27.

On game days Pattyson is stationed in the coach's office across from the dressing room at Scotiabank Place recording the games, communicating with the coaches on the bench and re-playing and analyzing the footage. His job also entails pre-scouting upcoming opponents and packaging video clips to show players what they can expect from the opposition.

As the on-ice pressure rises during playoffs, for Pattyson most of the intensity exists during the regular season when he's busy preparing for

games against different opponents. Nevertheless, the playoffs bring on a new level of excitement.

"Everyone knows what the job is. We prepare for it all year. Everybody gives their best shot and works a bit harder."

During the off-season, the Thunder Bay, ON, native helps a fellow coach with the club's annual development camp for new recruits who are invited to Ottawa to get a taste of the organization and what's expected.

When the Senators aren't playing, Pattyson can be found recording or watching other teams. Pattyson confesses he's always been passionate about hockey. Growing up, Pattyson aspired to be an NHL superstar, a dream shared by many other Canadian boys.

"We would be on the bus travelling for hockey tournaments sitting next to our buddies talking about how we would take care of each other when we made it big. That was when we were 10 years old."

When he recognized a professional hockey career was not going to come to pass, he considered pursuing a career as a sports reporter or broadcaster. As a youngster, off-the-ice jobs with the NHL were unfamiliar.

"I didn't know jobs like these existed," says Pattyson.

However, ever since he applied to the Senators' internship posting during his final year at Carleton, there's

been no looking back.

"I love coming to work," says Pattyson. To him, the work environment is unparalleled, or how he describes it "unbelievable."

"I work in a world-class fitness facility. I can stand on the bench and look around at an arena that hosts over 19,000 seats."

Although the pace is hectic and travelling with the team can be tiresome, Pattyson has no complaints, especially when, in the middle of a weekday afternoon, he has the luxury of playing a game of pickup with his fellow coaches and trainers. The camaraderie extends both on and off the ice.

Pattyson shares many inside jokes and is on the receiving end of pranks from sports commentators Gord Wilson and Dean Brown, who have told tall stories about Pattyson's status among the fictitious video coaches' power rankings.

He also recalls one of his first road trips where the late, legendary coach Roger Neilson poked fun at him during dinner about his recent bout with chicken pox. For Pattyson, it confirmed his place with the club.

"When they tease you, you know you're part of the group." ■

Erin Sweet, BJ/98, MJ/00, is a writer and editor for Public Works and Government Services Canada in Ottawa.



RAVEN FEATS

Rachel Baxter
Women's water polo

The second-year Ottawa native won the 2005-06 OUA women's water polo scoring title with 22 goals. Baxter was selected as first team OUA all-star and led Carleton to the bronze medal at the 2005-06 OUA championships.

Valerie Charbonneau
Women's hockey

The first-year Sudbury, ON, native was named the 2005-06 QSSF Rookie of the Year and set a QSSF record for saves by stopping 532 pucks during 15 regular season games. Charbonneau was also selected to the QSSF second all-star team and was a finalist for the CIS Rookie of the Year award.

Rachel Devenport
Women's field hockey

Devenport led the Ravens to a six-point improvement in the OUA field hockey standings in 2005-06. Devenport achieved academic all-Canadian status for excellence in the classroom and was selected as a CIS all-Canadian athlete for her accomplishments on the field.

Josh Dewar-Morris
Men's soccer

Dewar-Morris led the OUA in scoring with 14 regular season goals (including six match-winning goals) as the team went undefeated and won the OUA provincial championship with record of 10-0-3. Dewar-Morris was named first Team all-Canadian.

Dasa Farthing
Women's basketball

Farthing was co-recipient of the Graduating Female Athlete of the Year award with Libby Starnes (soccer). Farthing was named

first team OUA east all-star, OUA east Defensive Player of the Year and OUA east Joy Bellinger nominee for excellence in the classroom, on the court and in the community. Farthing led the Ravens in scoring with 11.9 points per game.

Oswaldo Jeanty
Men's basketball

Jeanty was named CIS Male Athlete of the Year and helped lead the Ravens to their fourth straight CIS national championship. Jeanty was honoured as the CIS & OUA Basketball Player of the Year and was also named Carleton University's Male Athlete of the Year. He led the team in scoring with 14.8 points per game during the 2005-06 season.

Arjun Langford
Men's soccer

The Toronto native went home and shutout soccer powerhouses York University, 2-0, and University of Toronto, 2-0, helping the Ravens earn the 2005 OUA provincial championship. Langford was named the MVP of the tournament. He was also named OUA and CIS Male Athlete of the Week for the week of November 1st.

Libby Starnes
Women's soccer

Starnes was named OUA Woman of Influence for Carleton. Starnes is an OUA first team all-star in women's soccer, an academic all-Canadian and Raven Fund recipient. She was co-recipient of the Graduating Female Athlete of the Year award with Dasa Farthing (basketball).

Eva Szabo
Women's Nordic skiing

Szabo led Carleton's women's Nordic ski team to an overall OUA bronze medal at the 2006 OUA championships. She was named an OUA all-star and earned an overall bronze medal and team bronze medal in the relay races. Szabo was named Carleton University's Female Athlete of the Year.

Women's basketball program

Carleton University's most improved team in 2005-06 posting a 10-12 record and earning a post-season berth in the OUA tournament. The Ravens posted an overall 6-3 record in January 2006, and earned OUA team of the month status for January.

Carleton Ravens
Valerie Charbonneau
and Oswaldo Jeanty.

The four-peat is sweet

BY DAVE KENT

The Carleton University Ravens defeated the University of Victoria Vikes, 73-67, to win their fourth straight CIS men's basketball national championship. The Ravens finished the 2005-06 season with a 24-3 OUA/CIS regular and post-season record. They leave Halifax having won 14 straight Final 10 tournament games.

The Ravens became the second team in CIS history to win four straight men's basketball championships, behind Victoria's seven straight in the 1980's.

Oswaldo Jeanty, the fourth-year guard was the story of the 2006 championship. Jeanty was named the CIS championship tournament MVP and was named MVP of all three Carleton games in the tournament. Jeanty has now scored 169 points in 12 career CIS Final 10 tournament games, including 88 points in four CIS championship games. Jeanty has been named the MVP of all four CIS Final 10 championship games he has participated in and twice, in 2003 and 2006, earned the Jack Donahue trophy as the MVP of the tournament.

Jeanty scored 27 points in the victory over Victoria. He added three assists and eight rebounds to his championship game resume and hit four key free throws in the final minutes to clinch the victory for Carleton. Ryan Bell added 15 points and four assists in the victory and was named to the CIS Final 10 championship all-tournament team.

Jean Emmanuel Jean Marie chipped in with 12 points and eight rebounds most of the rebounds in the second half when Victoria was making its run at Carleton's double digit lead. Stuart Turnbull added 10 points in the victory over Victoria.

Ravens head coach Dave Smart preached team play and when Aaron Doornekamp went down with an injury prior to the start of the tournament, the team rallied and was able to capture their fourth straight national title. Smart now sports a 163-19 career OUA/CIS regular and post-season record, four national titles and three provincial titles – all Carleton records.



Supporting student athletes par for the course

BY RYAN DAVIES

The 1st Annual PRESIDENT'S Golf Tournament

Since his first days on the job, Carleton president David W. Atkinson has been a vocal supporter of student athletes.

Last fall, he wrote an article for the *Ottawa Citizen* in which he praised student athletes as "great university citizens" and called on other Canadian universities to increase the financial support, scholarships and bursaries they provide.

"Athletes give back much more than they get," he wrote. "To represent their universities, they forgo working to finance their educations. At the same time, the universities benefit from the public profile that having a successful team brings." In short, he argued, they deserved more support from their schools.

Clearly, he meant what he said. Late last fall, Atkinson asked a group

of local volunteers, along with representatives from various Carleton departments, to launch a brand-new fundraising opportunity for student athletes — an annual golf tournament that raises significant funds for athletic scholarships and bursaries.

Starting this year, the annual President's Golf Tournament will invite many of Carleton's corporate partners to golf and make a contribution to student athletes at the same time. Each year, two thirds of the tournament proceeds will be committed to student awards. The remaining third will be matched by the university to establish a permanent endowment for Carleton student athletes.

Atkinson was involved in similar successful initiatives in the past, and feels there is a great potential to grow corporate support for Carleton student athletes. "The golf tournament gives some of our key partners a way to get involved and help students succeed," he explained.

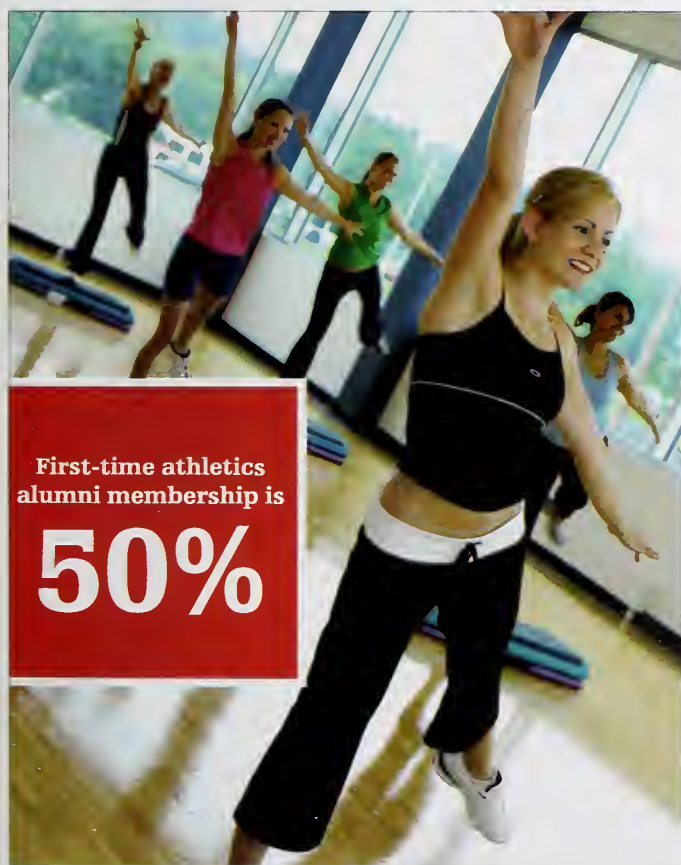
To that end, key corporate partners such as Coca-Cola, IBM and Cisco

were approached to participate. Most signed on without hesitation. Sodexo and Aramark, two significant university partners, immediately came on board as, respectively, title sponsor and hospitality sponsor. In fact, so many partners signed on that the tournament has already exceeded its first-year fundraising goal of \$100,000.

"The goal is, over time, to raise \$1 million," said Atkinson. "With the kind of support our partners have shown us, the tournament will go a long way to ensuring student athletes have the financial support they need."

One hundred and forty four golfers will participate in this year's tournament, which will be held at Stonebridge Golf and Country Club in Manotick on August 28, 2006. After the round, players will be invited back to the Ravens' Nest on campus, where they'll have the chance to meet some of Carleton's student athletes.

For more information about the tournament, and a list of sponsors, visit www.carleton.ca/golf. ■



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Class Acts

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Imagine living in paradise: a tropical island, filled with white-sand beaches, coral reefs, turquoise lagoons and palm trees. This is how Bert Cunningham, BA/78, MA/80, describes the island of Mauritius, his home since being appointed as the head of Customs and Excise for Mauritius in October 2002.

But something was rotten in paradise. Cunningham, nicknamed "The Cleaner", came to Mauritius with the dubious task of cleaning up decades of corruption in the area of customs and revenue. His hard work is paying off: following three difficult years of cleaning, Cunningham was recently named Mauritian of the Year.

"I have a staff of around 900 and we collect about 50 percent of the state revenue," says Cunningham. "Trade is the lifeblood of the country, so you can understand why being head of customs is an important and high profile position."

Cunningham's appointment created considerable offence and led to the

customs union launching a case before the Supreme Court. The court ruled in favour of the government, and Cunningham started in his position, but not before "the union went on strike and closed the airport and seaport for three days," he recalls.

Cunningham has faced numerous challenges since being appointed, including: the undervaluation of goods; collusion between customs officers and traders — bribery was an accepted business practice; the customs union, not management, deciding who got to work where; political interference during the inspection of goods; and the customs house being burnt down.

"Life as an international consultant always sounds exciting, but it is in fact very demanding both on a professional and personal level," he says.

Cunningham's career keeps him away from his family, wife Linda and children Amber and Brock, for five months of the year — except for his youngest daughter

CLASS NOTES

1960s

Arie Ruitenberg, BSc/60, has been awarded the 2005 L.W. Bailey award from the New Brunswick Association of Professional Engineers and Geoscientists for advancing science, the economy, the profession and countless careers.

Alan Shaver, BSc/69, has been appointed Dalhousie's new vice-president academic and provost effective July 1, 2006.

1970s

Jean E. Dryden, MA/72, has been awarded the 2006 Association of College and Research Libraries Doctoral Dissertation Fellowship for her proposal, *Copyright in the Real World: Copyright and Archival Material on the Internet*.

Richard Moore, BEng/72, president of Daoust Moore Construction, has won the Canadian Construction Association's general contractor award of excellence for 2005.

Marilyn Redmond, BScHons/72, is proud to be an elementary school principal in the Ottawa-Carleton District School Board for the past two years, at Regina St. P. S.

Rod Redmond, BSc/72, BScHons/73, is now in his second year of retirement from E.D.S. Corp.

Tim Wake, BEng/73, his wife Leslee and their daughters Lonnie and Alison live in Whistler, BC. Tim was recently elected to Whistler Municipal Council and traveled to Torino as a representative to the 2006 Winter Olympic Games. He also works as an affordable housing consultant.

Suzanne Hurtubise, BA/74, MA/76 past Deputy Minister Industry, became Deputy Minister of Public Safety, on May 1, 2006.

Susan Meldrum Malone, BA/74, is alumni relations coordinator for the Augustana Faculty of the University of Alberta in Camrose, AB. Her son Michael is in his last year in Carleton's journalism program.

George Webber, BJ/74, has been selected as the sole North American professional photographer to receive an award at the International Documentary

Photo Awards in Seoul, South Korea. This award was established to recognize excellence in the field of documentary journalism.

Michael Pollesel, MA/75, successfully defended a doctor of ministry thesis at Colgate Rochester Croser Divinity School, New York. The Council of General Synod of the Anglican Church of Canada confirmed Michael's appointment as general secretary of General Synod. He takes up his new duties on Feb. 1, 2006, in Toronto.

Wayne Acton, BCom/77, has been appointed Amrillo Gold Corp's CFO and Secretary.

James Hale, BA/77, has been elected vice-president of the Jazz Journalists Association. Based in New York City, the organization represents more than 450 jazz writers, broadcasters and photographers around the world.

1980s

Melanie Balfour Heywood, BA/80, a specialist in urban and land use planning, joined the Macerich Company as senior vice-president, development.



Blaire who lives in Mauritius. Despite this major drawback, Cunningham's career path has been rewarding and has allowed for extensive world travel.

"I have worked on numerous projects throughout Africa and the Middle East, from the Ivory Coast to Egypt to Mozambique to Eritrea to Jordan and West Bank/Gaza," says Cunningham.

In the short time that Cunningham has been in this position there have been vast changes.

"Reforms have been multi-faceted: upgrading infrastructure – new offices, x-ray scanners, office equipment, enforcement tools, detector dogs; modernizing laws, regulations and procedures and bringing them in line with

international best practices; implementing state-of-the-art IT systems; strengthening enforcement and counter-verification activities; and most importantly, redressing the underlying human resource constraints, including corruption," says Cunningham.

These improvements have had significant results: a 50 percent increase in revenue over the last three years despite tariff reductions and an increased number of exemptions granted; cargo dwell times and the cost of trading have been reduced; a better trading environment has been created that attracts more foreign investment; and the public's perception of the department has improved substantially.

FAST FACT:

Mauritius is an island nation in the southwest Indian Ocean, about 900 km east of Madagascar; it is part of the Mascarene Islands. Mauritius has a population of 1.3 million people and is a holiday destination for more than 800,000 tourists annually.

Cunningham has been asked to stay on in Mauritius for another three years. It's a critical point in time for the country. The customs department plans on recruiting 60 new senior and middle managers. As for the actual department, it will be housed within a new semi-autonomous Mauritius Revenue Authority that will play host to value added tax and income tax departments as well. The government is counting on this new revenue authority to more effectively take on tax fraud in the country.

"I have been involved in setting up a number of these revenue authorities in East Africa – Tanzania, Uganda, Zambia, Malawi, Kenya and Lesotho. It is an opportunity to cleanse the department of corrupt, non-performing individuals and bring in new blood from outside," says Cunningham. ■

Ryan Ward, BA/99, works for the Federal Government and has been a freelance journalist for the past 15 years.

David Wynne, MA/80, has been appointed to the Board of Directors of Zecotek Medical Systems Inc.

Christian Cote, BJ/82, was senior producer for a Country Canada feature, *Shoot, Shovel and Shut Up* that took the top award for editing (non-fiction) at the Manitoba Motion Picture Industry Association Blizzard Awards.

Laura Robin, BJ/82, was awarded second place in the newspaper category for her article, *A Woman's Touch* by the Canadian Tourism Commission at its annual Northern Lights Awards. It appeared in the *Ottawa Citizen*, where Laura is travel editor.

George Romas, BA/82, earned his Master's degree in Criminal Justice in 1984 from Washington State University. He has worked for the Ministry of Corrections for two decades. Recently, he was appointed by the Attorney General to be an adjudicator for the Assessment Review Tribunal.

Joseph Faniran, MA/83, is currently a senior lecturer and the director of the Centre for the Study of African Culture and Communication at the Catholic Institute of West Africa.

Terry Flynn, BA/84, moved his family to pursue a PhD in mass communications. He successfully defended his dissertation on his 45th birthday in 2004. He now works to build McMaster University's graduate public relations program. He was recently elected to the national board of the Canadian Public Relations Society.

Julie Ovenell-Carter, BJ/84, was awarded second place by the Canadian Tourism Commission at its annual Northern Lights Awards in the freelance newspaper category for a *Georgia Straight* piece on the northern lights.

Sharda Vaidyanath, BJ/84, BAHons/86, MA/90 presented a paper entitled, *Becoming a reporter for the Epoch Times on Parliament Hill* at the 2006 Falun Dafa Experience Sharing Conference held at Madison Square Garden, New York. This annual conference attracts practitioners of Falun Dafa from around the world. Vaidyanath is a permanent member of the National Press Gallery in Ottawa.

Christopher Wong, BAHons/85, has been appointed director of transportation and master planning at the University of Toronto.

William B.P. Robson, MA/87, has been appointed president and chief executive officer of the C.D. Howe Institute, effective July 1, 2006.

Tanya Hawke (Offereins), BJ/88, is a freelance writer who specializes in corporate communications. She lives in Vancouver with her husband Tim and four-year-old son Simon.

1990s

Jacques Poitras, BJ/90, MJ/91, was one of twelve broadcasters from around the world to win a Commonwealth Broadcasting Association travel bursary for 2005-06. Jacques is CBC Radio's provincial affairs reporter for New Brunswick. He and his wife Giselle Goguen are expecting their second child.

Lance Lu (Linchao Lu), MEng/91, is currently working in New York as a software architect in charge of development of software tools for mortgage backed securitizations.

Michelle Butler Hallett, BAHons/93, MA/96, is pleased to announce that her first book, *The Shadow Side of Grace*, will be published by Killick

A career that's *taking off!*

BY BRYAN MULLAN

Adam Rasheed, BEng/95, is the kind of person who finds time to do it all. The Carleton grad volunteers regularly, he is a member of RedR (Registered Engineers for Disaster Relief), a certified scuba-diver, an "old-not-cool-dorky-guy" snow-boarder, a long-distance cyclist and a world traveler. He has his real-estate licence and is working on his pilot's licence. Oh, and did I mention he is doing cutting-edge research that may well change the face of aviation?

On top of all that, Rasheed has an online diary. Of his time at Carleton he writes about being: "subjected to sleepless nights, unspeakable horrors and extreme torture. After four years of appealing to the United Nations for help, I was finally freed and I was given a piece of paper with the following words: 'Bachelor of Engineering – Aerospace.'"

His arduous scholastic journey through the tunnels of Carleton University paid off; Rasheed now works for GE Global Research in upstate New York and he is on the verge of developing a new engine that could revolutionize air travel.

"When I was at Carleton, I was basically working all the time," says Rasheed.

"I went above and beyond every

single homework assignment. And not just do it verbatim – I made sure I understood the concepts behind it."

After gradating from Carleton, Rasheed stayed in his home town to work at GasTOPS Ltd. for a year. He then went on to Caltech (California Institute of Technology) and obtained his masters in aeronautics in 1998 and his PhD in 2001.

Today, Rasheed is making fundamental contributions to the pulse detonation engine (PDE), an advanced aircraft propulsion engine that will be faster, cleaner and cheaper to operate. PDEs are what Rasheed calls "game-changing technology." He says the impact will be like moving from propeller engines to a jet engine.

Inside a PDE's combustion chamber, the fuel-air mixture creates a higher pressure than a conventional engine, offering efficiency gains of five to ten percent. This may not sound significant, but on the world-wide aviation market a five percent efficiency gain would translate into more than three billion dollars in cost savings per year.

Another side benefit to PDEs is they will be better for the environment.

"If you're burning less fuel, you're producing less greenhouse gases," says Rasheed.

The prestigious *MIT Technology Review* magazine recognized Rasheed's work by naming him one of the "Top 35 Innovators Under 35" in 2005. The TR35 is a list of people whose work "will shape the world we live in for decades to come."

"It's a huge, huge honour and a tribute to my entire team of researchers," says Rasheed modestly. "Engineering is a team sport."

As Rasheed continues his research to bring this emerging technology to the commercial market, his study notes from Carleton will always be close by — on the shelf right beside his desk to be exact.

"The longer I was out of Carleton, the more I really began to appreciate the quality of the education I received there."

Rasheed says many of the professors in the aeronautics program are internationally renowned.

"Professor Emeritus Herb Saravannamuttoo is a world expert in propulsion and his text book is used world wide."

In addition to his academic career, Rasheed says he owes a lot to his family for his success.

"My sister is my closest friend and spent a lot of time taking care of me growing up. She used to like playing

Press in the fall of 2006. She currently lives in St John's, NL.

H. Jill Scott, MA/93, won the SSHRC Aurora prize for 2005 for her project *A Poetics of Forgiveness: Cultural Responses to Loss and Wrong-doing*.

Cindy Bush (Unrau), BJ/95, and her husband KJ Bush have recently chucked their lives in Toronto to move to London, UK. Cindy works in change management consulting and KJ is in television.

Karim Hirji, BAHons/95, has rejoined IBM as a solution implementation manager within the IBM Software Group. He recently returned from a foreign assignment in Warsaw, Poland. Karim can be reached at (416) 434-1730.

Meghan O'Brien, BA/96, has joined the Ottawa office of Gowlings as an associate.

Neil Herland, BJ/97, moved to New York to cover the United Nations for CBC and Radio-Canada. Neil previously worked as a line-up producer in the CBC network TV newsroom in Toronto.

Nelofer Pazira, BJ/97, won the \$10,000 Drainie-

Taylor Biography Prize for the year's best work of biography, autobiography or personal memoir. It was awarded by the Writer's Trust of Canada for her recent book, *A Bed of Red Flowers: In Search of My Afghanistan*.

Constantinos Coursaris, BEng/98, has been appointed assistant professor in the Department of Telecommunications, Informations Studies and Media and University Outreach at Michigan State University.

Marie Weeren, MJ/99, is president of 10th Floor Solutions in Halifax. Before stepping into the role of independent business owner, she was a public relations faculty member at Mount Saint Vincent University. She can be reached at 10thfloorsolutions@eastlink.ca.

2000s

Gerald Kerr-Wilson, BA/00, has become a partner of the firm Johnston & Buchan LLP.

Jason Logan, BJ/01, was recently promoted to a senior editorial position with *SCOREGolf Magazine* after serving as assistant editor for the past

three years. Jason is also a writer and columnist on *SCOREGolf.com*.

Greg McMeekin, BA/01, has been appointed to the Alberta Premier's Council on the Status of Persons with Disabilities and chairs the council's communications and marketing committee.

Karla Briones-Rubello, BJ/02, was named Young PR Professional of the Year by the Canadian Public Relations Society. She lives in Toronto and works at Temple Scott Associates.

Barbara Brunzell, BJ/02, was the reporter for a CBC Manitoba production, *Evelyn Hart: The Last Dance?* that won top prize for reportage awards from the Manitoba Motion Picture Industry Association.

Lisa Moffatt, BAHons/02, is currently living in Vancouver, organizing the Planners for Tomorrow conference (June 2006) and living with her kindergarten daughter.

Jay Gutteridge, BJ/03, moved back to his hometown of Lindsay, ON, for a reporting position with *Kawartha Lakes This Week*.

Right: Adam Rasheed's cleaner and cheaper contribution to aviation: the Pulse Detonation Engine (PDE).
Below right: Rasheed poses with a Cessna 172; he hopes to obtain his pilot's licence this summer.



"school" when we were kids. She showed me basic calculus when I was in Grade 8 — I could do it, but I didn't really understand what I was doing. I am not sure where I'd be without her."

As for his recipe for success, Rasheed says passion, education and integrity are keys to a successful career.

"Be passionate about your chosen field. There is no substitute for natural enthusiasm. Never stop learning. It is important to obtain the highest formal education your life situation allows, but your informal education should never stop either. Take the time to share your knowledge with others, especially people junior to yourself, because the best way to learn is to teach. And always act with unyielding integrity. Never lie and always treat people with kindness and respect." ■

Bryan Mullan, BJ/00, is currently a producer with TVO's Studio 2.

Michelle Gallant, BA/04, was elected vice-president international of the world's largest student-run organization, AIESEC. Delegates from more than 90 countries participated in the election, held in the Netherlands.

BIRTHS

Travis Gee, BA/85, BAHons/88, MA/93, PhD/98, and his partner Kelly are proud to announce the birth of their second son, Lachlan, born on July 11, 2005.

Susan Keddie, BScHons/87, and her husband Richard Vorder Bruegge are pleased to announce the arrival of their second daughter, Charlotte Anne, in October 2005. Susan works on a contract with NASA for Science Applications International Corporation in Washington, D.C. The family lives in Fredericksburg, Virginia.

Robert Haller, BA/88, and his wife Colleen are excited to announce the arrival of their second child Margaret Marion Eileen. The happy family lives in Prescott, ON, where Robert is the town's chief administrative officer.

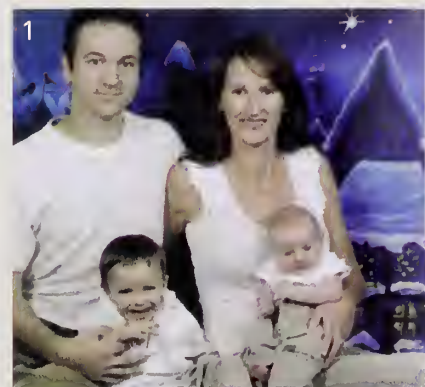
Marie Lunney, BJ/93, is happy to announce the adoption of her daughter, Sarah Anastasia, on July 13, 2005. Sarah is welcomed by brother Ryan and grandparents Frank and Margaret. Sarah was born in Korolev, Russia, on February 13, 2003. Sarah became a Canadian citizen on her third birthday.

Troy Morris, BA/97 (1), and his wife Belinda are excited to announce the birth of their second son, Brauen Heath, who was born on October 7, 2005. The family lives in Hammond, ON.

Alyson Fair (Chambers), BA/97 (2), and her husband Scott are pleased to announce the arrival of their first child, Alexandra, on August 7, 2005. The happy family lives in Ottawa.

Malcolm Stewart, BEng/98, MASc/03, his wife Cathy and their children Jillian and Owen are pleased to announce the birth of Caleb Malcolm on June 27, 2005. The family resides in Nepean.

Bethany Harpur, BJ/99, and Chris Grout, BAHons/99 (3), are pleased to announce the arrival of their daughter, Tarah Elizabeth, on October 9, 2005. Mom, dad and baby are currently living in Ottawa.



Finding a job made "Eazy"

BY RYAN DAVIES



Michael Hu, BEng/01

Carleton graduate Michael Hu, BEng/01, the founder of educational software company EazyPaper, has just launched a new program that will make job searches easier for his fellow Carleton alumni.

Dubbed "EazyResume," the new program is a Web-based application that allows users to create unique, professionally formatted resumes — as well as their very own Flash resume web site — using simple "point and click" technology.

"It's not like other resume programs," explains Hu. "First of all, it's web-based, which means that you can create multiple resumes and manage them in one convenient place."

EazyResume's real selling point, however, is that it helps job seekers create eye-catching "virtual" resumes. Users simply open one of the many resume templates available, customize with their own information, add animation and even sound, then upload the completed resume to their very own, personal web site — complete with a unique, personalized URL.

"It gives you so many options when applying for a job," says Hu. "You can email an employer your own unique URL and grab their attention. But you can still use it in a more traditional fashion, by downloading it and attaching to an email as a Word or PDF document, or even simply printing it out."

"The idea is that job seekers won't have to create multiple resumes in multiple formats anymore," he continues. "It's the only product on the internet that does this."

The Carleton University Alumni Association has partnered with EazyResume to offer the program to all alumni and students for an exclusive 25 percent discount.

"We thought we'd help Carleton grads get ahead of the curve," says Nancy Lewis, director, Alumni Services. "Web-based resumes are in everybody's future, and this program makes it easy to get started."

For more information or to download a free trial, visit www.eazyresume.com/carleton. ■

Jennifer Frederick (Cushing), BA/00 and Irving Frederick, MA/00, welcomed their son Benjamin to the world on December 17th, 2005.

Michael Pealow, BCom/01, and Fawn Fritzen, BCom/01, are pleased to announce the birth of their daughter, Jade Nahanni on January 30, 2006. All three live in Whitehorse where Michael is the senior business development advisor with the Government of Yukon's Department of Economic Development. Fawn is an information analyst with the Government of Yukon's Public Service Commission.

MARRIAGES

Stephen Kelland, BJ/89 (1), and Elaine McArdle are looking forward to celebrating their second anniversary on August 14, 2006. The happy couple continues to call Canada's Capital home. Sláinte!

Heather Colquhoun, BA/97 was married in Toronto in November 2005 and resides in Burlington where she operates her own training company, Kaleidoscopic. She can be reached at heather@ksopic.ca.



Derek Yarnell, BA/98 (2), married Kristin Feren in Niagara Falls on September 24, 2005. Derek is a communications consultant and Kristin is a registered nurse. The happy couple resides in Oakville.

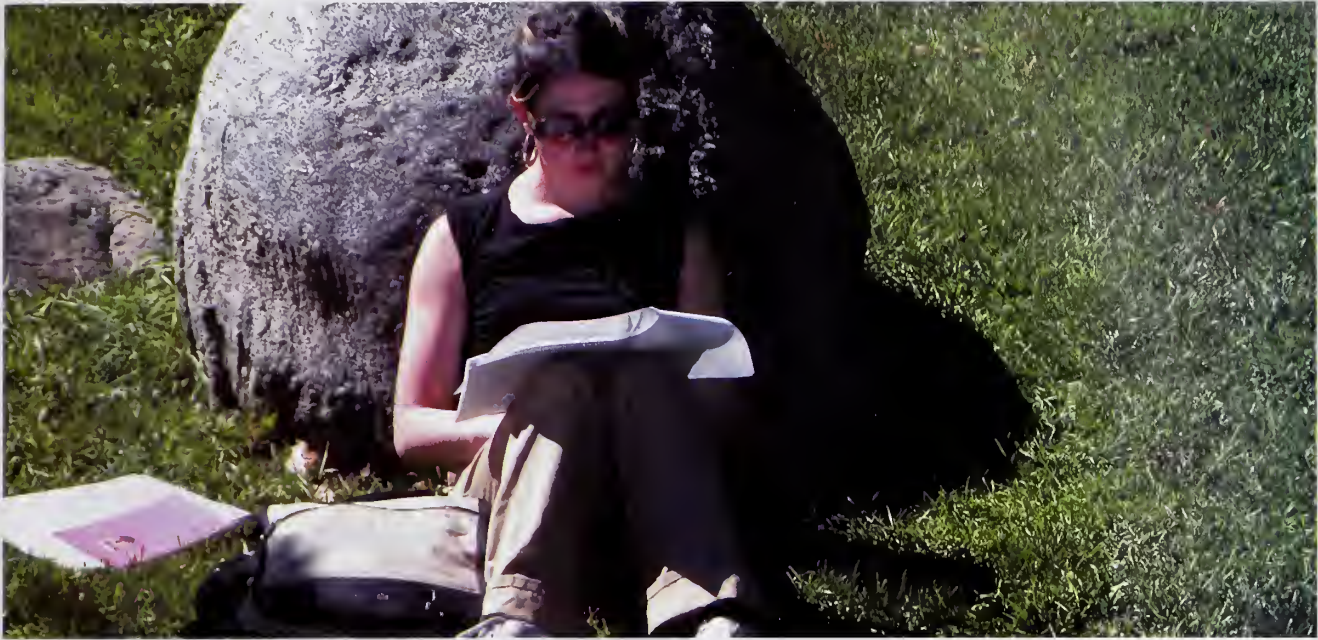
Thomas Grant, BCom/02 and Kelly Patrick, BJ/05, are pleased to announce their engagement. Tom is currently an institutional trader at CIBC World Markets and Kelly is a reporter for the *National Post*.



Gary Waterman, BA/02, BAHons/03 and Melissa Petronis, BAHons/03, were married in Ottawa on May 21, 2005. Gary is an officer with the RCMP and Melissa is working with the Canadian Mental Health Association. The couple resides in Creston, BC.

Cassandra Jenkins, BA/04, and Kevin Bennett were engaged to be married on February 26, 2006. The happy couple plans to move to Calgary in the spring.

Post your submission online today at magazine.carleton.ca



2006 ALUMNI CALENDAR

JUNE

Spring Convocation and Alumni Association Receptions
June 13-16

Hong Kong Affiliate – Coca-Cola Bottling Plant Alumni Tour
June 17

Hong Kong Affiliate Canada D'eh! Event
June 30
Lan Kwai Fong, Central

A.D. Dunton Alumni Award of Distinction
Nomination deadline June 30

Visit carleton.ca/alumni and click on **News and Events** for more information on upcoming events.

JULY

CURBAA Chapter Fifth Annual Pat O'Brien Golf Tournament
Monday, July 10
Canadian Golf and Country Club, Ashton, ON
Register on the Express Counter at carleton.ca/alumni

CUAA Branch President's Strategic Planning Session
Date TBA

SEPTEMBER

Women's Waterpolo Chapter Alumni meet
Carleton Athletics Pool
Date TBA

Engineering Class of 1965 and 1966 Reunion
September 29 – October 1
Carleton University

OCTOBER

Women's Soccer Chapter 20th Anniversary Celebration
Carleton University
October 14

House-Laughton Hoops Classic Basketball Tournament
October 14 – 16
Raven's Nest, Carleton University

Carleton's 45th and 50th Anniversary event
October 20
See advertisement on page 23

Men's Soccer Chapter Alumni Weekend
Date TBA
Carleton University

Ottawa Branch Leadership Luncheon
Fall 2006

IN MEMORIAM

Peter Michael, BA/52,
on March 6, 2006

Rosemarie MacNeil, BA/56,
on December 8, 2005

Duncan Kennedy, BA/72,
on January 4, 2006

Halina Jeletzky, BA/75,
on March 9, 2006

Amitava Bose, PhD/77,
on January 22, 2006

Bert Gauthier, BEng/77,
on December 9, 2005

Margaret McKim, PhD/77,
on January 24, 2006

Katherine Hoffman, BAHons/78,
on January 27, 2006

Bernard Clarkson, BA/86,
on February 27, 2006

Mary Leliveld, BA/87,
on March 1, 2006

Bernard Pelot, BA/88,
on February 10, 2006

Naomi Bulka, BSc/90,
on January 23, 2006

Gail Carty, MSW/90,
on February 25, 2006

Ex Libris

We are pleased to present a listing of recent books by graduates of Carleton University.

Pleasurable Kingdom: Animals and the Nature of Feeling Good
By Jonathan Balcombe, MSc/87

Animal pain and stress are acknowledged by legislation in many countries, but there is no formal recognition of animals' ability to feel pleasure. *Pleasurable Kingdom* is the first book for lay readers to present new evidence that animals enjoy themselves.

Macmillan 2006; \$24.95;
www.pleasurablekingdom.com

Serving and Surviving – An Airman's Memoirs
By John R. Harris, MA/69

This is the story of a young Canadian who went overseas in 1942 to serve as a navigator in the RCAF.

First Choice Books (Victoria) 2004; (\$20 each plus \$7 shipping) via email:
jharris@knowledgeshare.ca;
www.firstchoicebooks.ca

A Practical Guide to Governing Your Volunteer Organization
By Tom Abbott, BCom/71

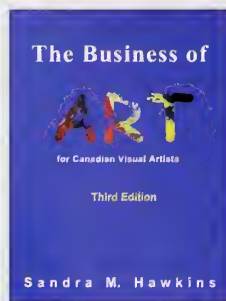
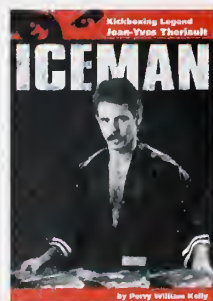
An easy-to-read and practical guide for board directors and the chief executive officer—of both large and small not-for-profit organizations.

Trafford Publishing (Victoria) 2005; \$29.95;
www.trafford.com

Been There, Done That...Now What?
By Dawn Brown, BA/72

Life's stumbles are unavoidable. This book delivers insights that build the resiliency to rise again.

Creative Bound (Ottawa) 2006; \$18.95;
www.beentheiredonethatnowwhat.com



The Book of Lists: The Canadian Edition
By Ira Basen, BAHons/73, David Wallechinsky, Amy Wallace, Jane Farrow

The first Canadian edition of the original compendium of curious information.
Knopf Canada 2005; \$25.00

The Business of Art for Canadian Visual Artists
By Sandra Hawkins, BA/75

This book assists independent visual artists to identify and access markets appropriate for their art.

Faces on Places: A Grotesque Tour of Toronto
By Terry Murray, BJ/76

A book of photographs of Toronto buildings that sport humanoid architectural sculptures, it identifies the faces.

House of Anansi Press (Toronto) 2006;
\$24.95; www.anansi.ca

Emulsions, Foams, and Suspensions: Fundamentals and Applications
By Laurier L. Schramm, BScHons/76

Provides an integrated treatment of the nature, formation and occurrence, stability, propagation, and uses of the most common types of colloidal dispersion in the process-related industries.

Wiley-VCH (Weinheim, Germany) 2005;
www.wiley.com

Living Through Transitions: harnessing your courage at a personal crossroads
By Sharyn Salsberg Ezrin, MA/71, PhD/77

A baby boomers' guide to planned & unplanned transitions

Trafford Publishing (Victoria) 2006; \$21.95

The Haligonians
By Roma Senn, BJ/77

A series of short stories on 100 fascinating people from the Halifax area.

Formac Publishing 2006; \$24.95; www.formac.ca

Iceman: Kickboxing Legend Jean-Yves Theriault
By Perry William Kelly, BA/79

This inspirational biography follows Theriault's boyhood struggles to his becoming world champion.

SKELVAL Publishing; \$24.95;
www.perrywkelly.com

How To Make a Difference: Inspiring Students To Do Their Best
By Marjan Glavac, MA/82

www.howtomakeadifference.com/ebook.htm

Done Deal: Your Guide to Merger and Acquisition Integration
By M. Beth Page, BA/86

Most companies miss the most important ingredients for a successful merger and acquisition: integration planning and execution.

Authenticity Press (Victoria) 2006; \$21.95;
www.authenticitypress.com

Twenty-five Years of Tree
Co-edited by James Moran, BJ/96

This historical anthology celebrates one of Ottawa's longest-running literary series, the Tree Reading Series.

BuschekBooks (Ottawa) 2005; \$15;
www.buschekbooks.com

Spring
By Emily-Jane Hills Orford, MA/97

Spring is Melanie Harris's story. It follows her growth as a musician, the people she meets, the friends she makes and the losses she suffers.

PublishAmerica (Frederick, MD) 2005;
\$18.95; www.publishamerica.com

Flying Colors
By Sara Gruen, BAHons/93

Maybe it's her 40th birthday...or her ex-husband's new wife and baby...or her rebellious daughter—but the only time Annemarie Zimmer feels any peace is when she's on horseback, flying like the wind.

Harper Collins 2005

Water for Elephants
By Sara Gruen, BAHons/93

Algonquin Books 2006

Legacies: The New Era
By Matthew Williams, BAHons/02

His first book combines elements of science fiction, satire, and historical commentary to create a narrative that is both adventurous and intellectual.

It is available online through authorhouse.com.

A Dynamic Balance: Social Capital and Sustainable Community Development
By Ann Dale, BA/75, and J. Onyx

This book is a call for reconciliation and reconnection within and between two schools of thought, social capital and sustainable community development.

UBC Press (Vancouver) 2005;
www.ubcpress.ca

Linking Industry & Ecology: A Question of Design
By Ann Dale, BA/75, R. Cote and J. Tansey

It might seem that industry and ecology make strange bedfellows. For proponents of sustainable development, such a union is crucial.

UBC Press (Vancouver) 2005;
www.ubcpress.ca

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Alumni events winter 2006



1



2



3



4

1: FOCUS on Victoria

The Victoria Branch welcomed founding director of the Carleton Immersive Media Studio and recent recipient of a \$991,000 research grant, Michael Jemtrud, to the spring FOCUS event on May 10. 35 alumni, including 1949 graduate John Ellis, attended the evening reception at the Union Club of British Columbia.

2: FOCUS on Toronto

On April 20, 2006, the Toronto branch hosted a FOCUS event at the TSX Broadcast and Conference Centre with Christopher Waddell, associate professor and Carty Chair in Business and Financial Journalism at Carleton University. Over 150 people attended the event.

3: Celebrating Sprott

On May 4, 2006, 60 Sprott School alumni and friends enjoyed an evening of wine-tasting, an absorbing presentation on marketing, branding and consumer behaviour in the wine industry — lead by Judith Madill, Professor with the Sprott School of Business and sommelier extraordinaire. The evening was also an opportunity for all grads of the Sprott School to celebrate the School's official elevation to faculty status.

4: Alumni by design

In conjunction with the 28th annual Graduation Exhibition, over 100 Industrial Design alumni and friends were welcomed back to campus to enjoy the exhibition and hear about the experiences and contributions to the field of ID from fellow grads Wai-Loong Lim, BID/96, from Y Studios, San Francisco CA; Stephane Barbeau, BID/93, and Duane Smith, BID/96, from Vessel, Inc., Boston, MA.

Photo: Chris Strangemore



Opportunity Knocks

BY DENNIS YORK

For Bruce Firestone, education means opportunity. Without his education, Firestone says most of his career and entrepreneurship endeavours wouldn't have been possible. It's as simple as that.

And without Firestone's studies, Ottawa probably wouldn't have its Ottawa Senators hockey team, and Carleton University wouldn't have Firestone teaching on Carleton's campus.

Firestone has his bachelor of civil engineering from McGill University, his master of engineering science from the University of New South Wales and his PhD in urban economics from the Australian National University. It's this education that has allowed him to work as an engineer, researcher, publisher, businessperson, lecturer, professor, consultant and entrepreneur. And it's these endeavours that have made Firestone such a strong advocate for education.

It was Firestone's knowledge of urban economics that allowed him to enter the development field and build office buildings, shopping plazas and subdivisions. It was Firestone's civil engineering degree and master's degree in engineering science that allowed him to suggest a design propos-

al for the roadways going into the then new Palladium (circa the early 1990s) and the lands surrounding the building. Firestone had revived the Ottawa Senators in 1990, after a nearly 60-year absence from the NHL. The Senators won nine Stanley Cups as an original member of the league. However, the Great Depression took a toll and the team moved to St. Louis in 1933.

"I had a civil engineering degree and a master of engineering degree in engineering science, with a focus on traffic and transportation engineering. When it was time to do the traffic design for the Palladium, which is now called Scotiabank Place, my master's degree did help me with that proposal."

And for those who think getting a PhD is a waste of time, Firestone says "The PhD tells people that you're likely to be quite thorough, quite exhaustive and you probably know how to write." It could be the edge you have over your competition. In some cases, your PhD thesis itself could lead to a career. And a PhD might even be a job requirement.

Firestone's PhD certainly helped when he decided to join Carleton's faculty in 1994. Since then, he's been providing students with opportunities as adjunct research professor for

the School of Architecture and lecturer for the Sprott School of Business. The entrepreneurship course Firestone teaches for the Sprott School of Business has attracted students studying architecture, engineering, journalism, interdisciplinary studies, geography, computer science, psychology, liberal arts and, of course, business. Recently, Firestone was appointed as the first entrepreneur-in-residence at the University of Ottawa.

If Firestone's life sounds diverse and interesting, it's further evidence of the opportunities and benefits derived from education. It's why Firestone promotes education when he teaches entrepreneurship.

"I truly cherish and value all education. I don't discount a general arts program and general knowledge. A good team has diverse elements. I consult with many companies in Ottawa, and I tell them, 'You want to have a culture for your corporation, but you also want to have strength in diversity. Diversity in terms of background and language and education.' I tell students to try and find something that you really love, and go to school for it."

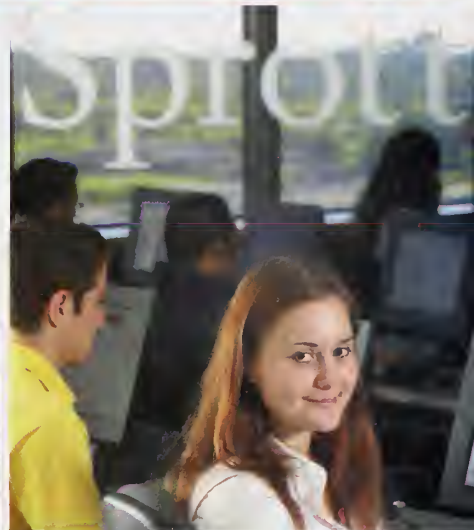
Last year, at age 53, Firestone went back to school to study at the Ontario Real Estate Association College. He wanted to become a licensed realtor. It offers opportunities for both his clients and himself. And while he worked as a consultant, teacher, mentor and business owner, he also managed to complete the required three courses, and do well on them, too. "I wanted to do well," said Firestone. "It was important for me to show my (5) kids that dad could still get good marks; it was important to show my students that you can be a busy person and still find time to complete your assignments and studies; and, lastly, it was important for me to do well for myself."

Dennis York is a writer and editor with SimplyWrite Communications and teaches part-time at Algonquin College. ■

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Dawn Legault, director of Career Development and Co-operative Education, says students from all disciplines face similar stumbling blocks when searching for their first job.



Photo: Chris Strangmore

Connect with a career

BY KRIS FOSTER

"Our mission is to engage all students, providing them with the tools necessary for their career exploration, inspiring them to take responsibility for their career development and supporting a successful transition from school to work."

"The only thing worse than having a job is looking for a job," said one of my professors days before I graduated from university. Granted he was joking, but during my first post-university job search this was the only statement I could think about. Freshly graduated with a resume hot off the printer and confidence abounding, I hit the street. I was greeted with disregard and rejection and it reminded me of the first high school dance I attended. I didn't know how to get someone to hire me, just like years earlier I didn't know how to get someone to dance with me. It seems simple enough, but there are intricacies involved that you only become aware of through personal experience and advice you are given.

Luckily Carleton's Career Development and Co-operative Education office is here to help. The office, through a recent merger, is now comprised of two distinct units: Career Services and Co-op Education. The rationale for the union is obvious; both units focus on the career development of the student. Together these programs ensure that students get the advice and experience needed to succeed in the early stages of their careers.

"Our mission is to engage all students, providing them with the tools necessary for their career exploration,

inspiring them to take responsibility for their career development and supporting a successful transition from school to work," says Dawn Legault, director of Career Development and Co-operative Education.

Students from all disciplines face similar stumbling blocks when searching for their first job. "In working with the students we know that consistently they do not have a strong sense of what they can offer the marketplace. Most often we discover that students struggle to find confidence when marketing themselves in the job market," explains Legault.

This is a story that likely sounds familiar to many of us. But recognizing the problem is not as important as solving the problem. In this regard, the office has employment advisors who work on employability skill sets – the concrete aspects involved in developing a resume or cover letter and the tactics required for successful job searching and networking. "We help students make sure that their resume, cover letter and self presentation in an interview are an accurate representation of themselves that doesn't under-value what they are bringing to the table," states Legault.

But it isn't just about finding a job; it's about finding the right job and the

"One of the many benefits offered by this program is that it gives students a chance to explore career options and figure out what's right for them."

right career. This is where career counsellors come into the picture. These graduate-level-trained counsellors work with students on career decision making, self assessment and issues around anxiety, self esteem and the psychological components that come with making a major career decision. "They also help students decide if they will be a good fit in a certain type of career environment – assessing values, needs and priorities," adds Legault.

Career Services isn't just open to students; the services are also available to Carleton alumni for up to three years after graduation. "We would like to support alumni at any time they are going through transition in their career. But right now resources permit us to only provide three years of service post graduation. But, certainly those first three years of getting your feet wet, getting a background and getting some experience are the hardest time," Legault offers.

While Career Services gives the direction, advice and concrete job search skills, Co-operative Education serves up practical on-the-job experience and is a component of the student's academic program. "Co-op is work integrated learning. It's giving the students a chance to apply the academic principles of their program in a work environment," explains Cathie Edmond, marketing and job development specialist, Career Development and Co-operative Education.

Essentially, Co-operative Education connects students and employers and allows students to get paid employment and relevant experience in their field of choice. Co-op education is an option available in 34 programs offered by Carleton. Computer science is the oldest co-op program at Carleton and has been offered for more than 15 years.

One of the many benefits offered by a co-op program is that it gives students a chance to explore career options and figure out what's right for them. "In some cases a placement tells the students

what they don't want to do, but more often than not it reinforces that they chose the right discipline," Edmond says.

Students enrolled in the co-op program also get to make a salary. "Students work full-time hours in increments of four months. They earn very good wages and often the co-op student graduates with a lesser debt load because they had the opportunity to have earnings," explains Edmond.

Taking the co-op program typically requires one additional year of study and has rigorous academic requirements for acceptance, but having the designation is extremely valuable in the eyes of employers.

"We now have a number of employers who will not interview graduates unless they have the co-op designation. They know if the student has the co-op designation they have real work experience and the learning curve is going to be substantially less," says Edmond.

The benefits go both ways in this program and employers realize this. This is part of the reason that more than 5,500 employers are on file as potential placements for, on average, 1,100 students enrolled in this program each year. It is a cost effective way to add innovation, talent and enthusiasm to a firm. It also increases the company's profile on Carleton's campus.

"Recruitment is a very expensive endeavour, and when they can hire a known entity, that is a huge benefit," states Edmond. "Some employers don't want to let the students go and are anxious to hire them after they graduate." Employers also get a tax credit of \$1,000 for every four months that a co-op student is employed.

The practical knowledge and experience made available by Career Development and Co-operative Education will ensure that Carleton students and alumni will be well prepared to embark on their career paths...but it won't help any of the wallflowers at high school dances. ■



Network online!

Just graduated and not sure how to get your career started?

Your fellow Carleton grads are here to help. Visit Career Connection, an online networking tool that helps new grads connect with other alumni for career-related advice.

The program works like this: alumni from different disciplines — everything from education to engineering to journalism — have volunteered to give their time and advice to students and new grads who are just starting down the career path. The volunteers' names, areas of expertise, and contact info are then captured in an online, password-protected database inside the Carleton Café, the virtual alumni community. New grads can sign into the Café, browse the database, and get some help making the right career decisions.

"It's not meant for job searches — it's not like Workopolis or one of the other employment databases," says Nancy Lewis, director, Alumni Services. "It's more of a networking and career advisory resource. It helps you find alumni who can tell you what kinds of jobs are available in your industry, what kind of experience you might need, or even offer some resume advice. They're here to help."

To make a Career Connection, visit alumni.carleton.ca/cafe/mentorship.



iPod, iStudy

BY JIM DONNELLY

It wasn't long after Apple Computer Inc. released its first video-enabled iPod last October that Patrick Lyons got a very bright idea.

"I'd been following the audio podcast movement for quite some time



and was thinking Carleton University Television (CUTV) was a good fit to do video podcasts (vodcasts)," he reflects from his office on Carleton campus. He didn't know it at the time, but the manager of instructional innovation at the university's Educational Development Centre was onto something that would eventually reach students around the world.

"Since we were already doing video," he continues, "and the files were al-

ready in a digital format, it seemed like it would be pretty easy to do."

He was right. It wasn't long before Lyons and Bob Burk, associate professor in Carleton's Department of Chemistry, had teamed up to produce the world's first vodcast of a university course. Now anyone with a computer and an iPod can hook up with the wonderful world of chemistry, Carleton style.

Burk has even received emails from chemistry students at other universities using Carleton's vodcast to complement their regular coursework, and from other Canadian universities inquiring about how to do it themselves.

"Because of you, I may have a chance of passing the course," wrote one American student taking chemistry in Norway. "I could go on with praises, but I see that you are award winning. You deserve it!"

The professor, however, is quick to dissipate any praise that comes his way.

"Students from around the world have been using our web site for many years, so it's not really a surprise," he explains, adding that the vodcasts are meant to supplement lectures and not replace them.

"It's not opposed to class," he says. "It's in addition to it. We preach to students that they have to attend class."

And attend they do—Burk's class is usually standing room only, a sure sign of a good professor.

While he says it's difficult to pinpoint a rise in students' marks with the advent of the new technology, both he and Lyons agree that vodcasts are, most likely, the next big thing in learning innovation.

"They can take the course on a bus, or while running on a treadmill in the athletics department," says Lyons. "It's trying to make education flexible and convenient."

Check out CUTV's vodcast at carleton.ca/cutv/vod/vodcast.htm. ■

What is podcasting?

The word podcasting is an amalgam of the word broadcasting and the name of Apple Computer's popular MP3 player called the iPod. Podcasting is the process of capturing an audio event, song, speech, or mix of sounds and then posting that digital sound object to a web site, which users can download onto a device like an MP3 player to listen to at the time and location most convenient for the user.

What is vodcasting?

Vodcasting—the vod stands for video-on-demand—is video versus audio content that users can download to a device, such as a video-enabled MP3 player or laptop computer, to watch at the user's convenience.

The pursuit of life-long learning

BY KRIS FOSTER

Learning never stops. It's an age-old adage that will serve you well throughout academic and professional careers and into retirement as well. The retired and semi-retired people who realize this have the perfect opportunity to pursue their life-long learning ambitions. The Centre for Initiatives in Education (CIE) offers a program called Learning in Retirement (LinR) that speaks to the demand for continuing education.

"The goal of LinR is to offer intellectually challenging courses to semi-retired and retired people who are interested in life-long learning in an informal atmosphere without the stress of writing essays or taking examinations," says Fred Goodwin, director of the Centre for Initiatives in Education.

Courses are offered in three terms – spring, fall and winter. About 18 to 20 courses are offered every year and this means those interested in enrolling in LinR have a great number of options. There is sure to be something for everyone. Plus you have the opportunity to meet other people with similar interests.

"The courses vary widely; in spring 2006, courses offered ranged from the Holocaust, media images, the history and culture of Byzantium and art appreciation," says Goodwin. "They are, however, non-credit courses so students cannot use them as part of an admission process to university, nor can they use them to complete a degree."

Teaching methods for the classes depend largely on the class size, which typically falls in the range of 15 to 80 students. For the most part they are informal lectures that dedicate a large amount of time to class discussion.

Most of the teachers in LinR are retired Carleton faculty. And just as LinR is a great way for alumni to stay connected to Carleton, Goodwin points out that "it is also a great way for retired faculty to retain a connection to Carleton."

Since it started in 2001, LinR has continued to grow, both in the number of registrants and in the number of classes offered. In the 2005-06 academic year LinR had close to 900 students enrolled in courses. Plans for next year

include offering two fall sessions and possibly two spring sessions.

The commitment, in terms of time and money, is not much. Courses run for six weeks, meeting once a week for two hours. Each course costs \$90. It's like going to a matinee once a week for six weeks. The difference is that you get more knowledge from a LinR course than the latest Schwarzenegger flick.

"LinR courses stimulate minds and provide a knowledge base from which students can reach their own opinions about subjects. The program helps to enhance Carleton's reputation as an institution that reaches out to the entire Ottawa-Carleton community – not simply the usual demographic group that attends university," says Goodwin.

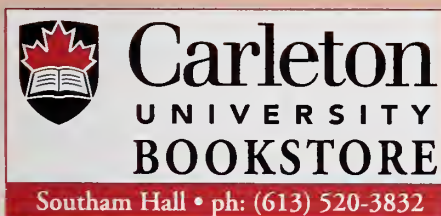
Rest and rust or continue to learn in retirement? With a program like Learning in Retirement it is an easy choice. Receive the benefits of higher education without cramming for finals until three in the morning or paying hefty tuition fees.

For more information visit carleton.ca/cie/LinR/index.html or call (613) 520-6624. ■

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A message from abroad

BY ESTHER MBITHI



For the majority of Kenyans the term "career" is just another word in the dictionary – it has little to do with life as we live it. When it does come up, however, it is usually in retrospect, referring to what someone has already achieved. While making our way through the formal education system, the concept of career is rarely the object of carefully sustained focus.

In fact, the formal education system is to blame for this state of affairs. It is an efficient and ruthless process of elimination. The system itself can be compared to a pyramid. At the base of the pyramid is primary education – today it is free for all. With primary school being readily available, it is no surprise that all of the starry-eyed children attending school for the first time have aspirations to attend university. They even know what they would like to become: doctors, engineers, pilots, etc.

Sadly, beyond primary school, there is not enough room for all of

the aspiring students. The secondary schools in Kenya can not even accommodate half of them. Most students will be squeezed out of the education system by the time they hit their teens. And of those who make it through secondary school, only a fraction will be admitted to public universities.

It should be of no surprise to discover that very little thought is given to the concept of career. Instead, most emotional and intellectual efforts are put toward achieving high academic scores that allow for acceptance into university. Because the number of students accepted into university is so low, the competition is fierce. So stiff is the competition, that the question, "Which university are you attending?" is a distant second to the question, "Have you been admitted to university?"

For Kenyans, going to university is not a question of further education or job preparation, but simply a matter of prestige. Those select few that arrive at the apex of the formal-education pyramid are completely exhausted by years of academic duelling and

are totally ignorant of what the world has to offer in terms of careers.

Still, all is not lost. Somewhere in this paradox lies Kenya's greatest strength as a labour market. When the ambitious graduates exit the ivory tower, with degree in hand (and both personal and family egos adequately satiated), they come face-to-face with the hot, dry barrenness offered by this corner of the world. Well versed in the art of survival, they go through mid-level colleges at lightning speed to pick up the skills and competencies required by industry.

And so it is that Kenya has a seemingly inexhaustible supply of well educated, multilingual, multiskilled university graduates who are strong, resilient, versatile and, most importantly, enthusiastic to work. And work they do — in every corner of the globe and in every sphere of life. Kipchoge Keino, one of Kenya's most successful athletes, made a comment about athletics that can be easily applied to academics: "In Kenya we train hard, very hard. And then winning is easy." ■

Esther Mbithi, MA/93, is a member of the editorial advisory committee of Carleton University Magazine. Residing in Nairobi, Kenya, Esther is our committee's international member.





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